

# Equality of Opportunity:

Part IV, Section 21 (2) of Education Act (1998)

The Equal Status Act, 2000

## **Introductory Statement and Rationale**

The staff of Ransboro National School formulated this policy to comply with legislation and provide a fair and equal school environment for staff, pupils and parents who frequent our school. This policy was formulated over time, but completed on the 23<sup>rd</sup> October, 2008.

## **Aims**

1. We aim to provide an environment for the staff of our school where every person feels valued. We aim to ensure that all members of our staff are treated equally regardless of race, religion, age, marital status, sexual orientation, membership of a traveller community, gender, disability and family status.
2. We aim to ensure that all parents are treated equally regardless of race, religion, age, marital status, sexual orientation, membership of a traveller community, gender, disability and family status.
3. We aim to ensure that all pupils are treated equally regardless of race, religion, age, marital status, sexual orientation, membership of a traveller community, gender, disability and family status. We will endeavour help all pupils reach their full potential in our school regardless of any difficulties they may face.

## **Guidelines:**

1. There is equality of access to our school which is outlined in our school's enrolment policy.
2. Teachers endeavour to provide equality of opportunity for the children in the curriculum. Boys and girls are treated equally in everyday life in the school. Difference is embraced in our school, and a lot of curricular work is covered under the SPHE programme to ensure this filters to children. Staff model positive behaviour and respectful interaction at all times. All children get equal amounts of time and quality of interaction with the teacher and extra support

in the form of supplementary teaching from the Learning Support teacher and Resource teacher are given to pupils with learning or behavioural difficulties and also special educational needs.

3. There is equality of opportunity for the children in school life, for example girls and boys are given different roles and responsibilities in the school regardless of gender- girls and boys empty bins, have cookery lessons and mind younger children on wet days.
4. We endeavour to ensure that our resources are of equal appeal to boys and girls, to Traveller children, children with special needs, children from other cultural backgrounds etc;
5. Teachers are given equal status in employment and roles and at all times. Every effort is made by Board of Management and Principal to prevent discrimination on the grounds of gender, marital status, family status, sexual orientation, religion, age, race, disability or membership of Traveller community.
6. Every effort is made to ensure that parents are given equal status. Teachers and principal treat all parents equally and ensure that there would be no discrimination on the grounds of gender, marital status, family status, sexual orientation, religion, age, race, disability or membership of Traveller community.
7. The statement of our school ethos can be found in the school plan and outlines the characteristic spirit of our school, which embraces equality for all.

**This policy is being implemented with immediate effect.**

**Ratified by the Board of Management on 10.11.2008**

**Signed**

**Mr. Dan Scannel**

**Chairperson**