T: +353 89 616 6049
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Libermann Spiritan School
Templeville Road
Dublin 6W
D6W NW94
Ireland

Roll number: 20563J

Equality of Access and Participation Policy

Introductory Statement

This policy is devised to comply with legislation including the *Education Act (1998)*, *Employment Equality Act (1998)*, *Equal Status Act (2000)*, and *Equality Act (2004)*.
It seeks to promote justice, inclusiveness, and equality for all members of the school community.
All staff are made aware of their responsibilities in this regard.

Rationale

- Enable all pupils to access and participate in education.
- Promote the principles of justice and equality for all.
- Encourage critical reflection on school norms and practices.
- Comply with equality legislation and best practice.
- Promote a safe, respectful, and harmonious working environment for staff and pupils.

Relationship to Characteristic Spirit of the School

Our school is committed to the preparation of pupils for life in a multicultural society, to valuing diversity, and to promoting respect for all in a caring and safe environment.
Each member of the school community is enabled to participate fully in all curricular and extra-curricular activities.

Aims

- Ensure equal opportunities for all in school activities regardless of gender, family status, marital status, religion, age, disability, race, sexual orientation, or membership of the Traveller community.
- Create an environment where diversity is valued and celebrated.
- Ensure compliance with legislative requirements and good practice.
- Foster mutual respect and positive relationships among all members of the school community.

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Vision Statement

By reflecting diversity in a positive way, the school nurtures a sense of identity, self-esteem, and respect for the rights and beliefs of others. We aspire to be an anti-bias learning community, actively challenging discrimination and promoting inclusion.

Organisational Areas

Admissions / Enrolment

Admissions are governed by the school's Admissions Policy and the *Equal Status Act*. There is equal right of access for all children regardless of background or family circumstances.
No child will be denied participation in a school activity due to inability to pay.

Staff

The school is an Equal Opportunities Employer. Recruitment, appointment, and promotion procedures comply with DES circulars and equality legislation. No advertisement, interview, or procedure will indicate or imply discrimination.

Parents and Guardians

All parents are encouraged to be involved in the life of the school. Supports are provided to ensure effective communication, including translation or interpretation where needed.

Curriculum and Resources

- A balanced range of resources will be provided across all curricular areas, avoiding stereotypes.
- Textbooks, displays, and library materials will reflect cultural diversity and positive images of all groups.
- Teaching methodologies will encourage cooperative learning, respect, and inclusion.
- Adaptations are made where necessary to ensure equal participation in PE, tours, and extracurricular activities.

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Uniform / Dress

School uniform is accessible to all families. Support may be provided where financial hardship arises. Religious or cultural dress is respected.

Playground / Extra-Curricular

Yard rules and space allocations promote equal access and inclusion. All pupils are encouraged and supported to participate in school tours and extra-curricular activities.

Code of Behaviour and Anti-Bullying

The school's Code of Relationships and Behaviour along with our Bi Cinealta policy explicitly address discrimination, harassment, and racism. All members of the community are expected to treat others with dignity and respect.

Success Criteria

- High levels of participation by pupils in all areas of school life.
- Evidence of awareness and understanding of equality and justice.
- Reduction in incidents of bullying, racism, or exclusion.
- Positive feedback from parents, staff, and pupils.

Roles and Responsibilities

The Board of Management, staff, parents, and pupils share responsibility for implementing this policy.
Staff have a particular duty to model respect and to integrate equality principles into the curriculum and daily school life.

References

- Education Act, 1998
- Employment Equality Act, 1998
- Equal Status Act, 2000
- Equality Act, 2004
- Education for Persons with Special Educational Needs Act, 2004
- NCCA Guidelines on Intercultural Education (2005)
- INTO Intercultural Guidelines

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Ratified by the BOM in March 2024. This policy will be reviewed every 2 years or more frequently should legislation require.

Signed: _____
Chairperson of Board of Management

Signed: _____
Principal

Date: 20/03/2024

Date: 20/03/2024

Due for Review: March 2026