



Scoil Naisúnta an tSailéain Sylane National School

Equality of Opportunity policy

Sylane National School is an equal opportunities school.

Objective: to promote equal opportunities for all members of the school community as outlined in the equal status act 2000.

Equality of access

There is equality of access to this school e.g. children with special needs, children of different religious denominations – enrolment policy re special needs children.

Equality of opportunity

- ❖ Boys and girls are treated equally on all curriculum subjects and strands of subjects are taught to boys and girls alike. Stereotyping is discouraged. Equal opportunities are given to boys and girls in sport areas.
- ❖ Minority cultures are embraced.
- ❖ Special needs including physical disability are accepted and welcome in our school. Our school is wheelchair accessible.

Equal status for teachers

All teachers are treated equally in our school. There is no discrimination on the grounds of gender, marital status, family status, sexual orientation, age or race.

The employment

The employment equality act 1997 precludes discrimination on nine grounds in the employment of staff they are:

- 1) Gender
- 2) Marital status
- 3) Family status
- 4) Sexual orientation
- 5) Religion
- 6) Age
- 7) Disability
- 8) Race
- 9) Membership of the traveller community

Nothing will appear in an advertisement, which will indicate a preference under any of these nine grounds. Neither will any question be asked at interview, which could be interpreted as discrimination on these grounds.

The school's policy in this regards would be enshrined in a statement that "This school is an equal opportunities employer"

Equality for parents

All parents are treated equally. There is no discrimination on the grounds of gender, marital status, family status, sexual orientation, age, race etc.

Religious freedom

As outlined in our ethos: Sylane National School is a Catholic School and currently no arrangements can be made to facilitate the teaching of other religions. Children who do not wish to do religion are free to do other work during religion class time. This work will be assigned by the class teacher. Parents may withdraw their children during this time and make suitable arrangements for their supervision. Implicit in this is the

intention to respect the rights of all children and parents regardless of their denomination.

Time frame and implementation

This policy will be implemented immediately on ratification by the Board of Management

Time frame for review

There will be a review annually

Responsibility for review

The Board of Management, principal and staff have input into the review of this policy

Ratification and communication

The Board of Management ratified the policy on..... It is available in the school for all interested parties to read.