

Policy No: 15

Ratified By BoM Date: 17-6-24

Review Date: June 2027



St Francis National School

Rock Road, Blackrock, County Louth

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Equality of Access and Ease of Participation Policy

In reading this policy, it should be noted that the term "Parent(s)" also includes Guardians and should be interpreted as such.

St. Francis National School seeks to promote the principles of justice and equality for all members of the school community.

The enrolment criteria of St. Francis National School will not differentiate between pupils from different social strata / gender / culture / ethnicity / faith / ability / special needs. There is an equal right of access under the school's Enrolment Policy.

There will be an equal distribution among boys and girls in the allocation of classes.

Where multi-classes have to be created this shall be done in accordance with the school's composite class policy.

It is school policy to provide a balanced range of resources for curricular areas - textbooks, ancillary materials, software, sports equipment, etc. to promote inclusivity as outlined above.

'Inclusivity' refers to: A process involving a programme, curriculum or education environment where each child is welcomed and included on equal terms, can feel they belong, and can progress to his/her full potential in all areas of development (National Childcare Strategy 2006-2010).

Every opportunity will be taken to promote equality, access and participation through the discreet and hidden curriculum. Teachers will ensure that the language used in the school to mediate the curriculum is

balanced and will avail of opportunities to raise pupils' awareness of unconsciously held attitudes. We aim to develop an appreciation of the heritage and traditions of Ireland, and also each of those countries who have current input into our school and culture including art, music, dance, literature, games, etc.

As agreed with the BoM and parents, all pupils in St. Francis National School will wear our school uniform – red school jumper with school crest, white polo shirt and navy trousers/skirt/track pants.

This school is an Equal Opportunities Employer.

Nothing may appear in an advertisement which would indicate a preference for one gender over another. No question will be asked at interview which could be interpreted as discrimination on any grounds.

Communication

This policy will be available in the Plean Scoile and on the school website.

Responsibility for Review:

All members of staff, Parent Association, BoM.

Timeframe for Review:

This policy will be reviewed every three years, or as required to meet the needs of the school.

Next review: June 2027

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Ratified by the Board of Management on

17/6/2024

Signed:

Padraig Keene

(Chairperson, Board of Management)