

Cabinteely Community School



Equality and Inclusion Policy

Ratified April 2020

School Mission Statement

Cabinteely Community School is a kind, caring and vibrant learning community which supports the wellbeing and the academic, spiritual and creative growth of every student.

We welcome students of all ethnicities, abilities, genders and faith traditions, as equal members of our community

We identify with our Ursuline founders and their love of education.

Our Core Values

Our core values guide our policies, our procedures and how we work with our staff and students. These core values are;

Care - We all need to belong and be cared for in a safe environment in order to learn

Courage - We show courage by making the right choices and committing to learning

Support - We will be the best we can be by working hard and working together

Aims

To provide a commitment to:

- Combat discrimination, xenophobia and racism,
- Accommodate diversity and promote equality across the nine grounds covered by the equality legislation and to endeavour to meet the needs of all concerned,
- Make reasonable accommodation for members of the community with disabilities,
- Benefit the whole community by promoting equality and implementing positive action measures where necessary

Differences are acknowledged and valued in Cabinteely Community School. The school endeavours to take account of the specific needs of all, will assess the impact of decisions on all and will create a positive environment for all, across the nine grounds enshrined in equality legislation.

This policy should be read in conjunction with our other policies including;

- Enrolment Policy
- Child Protection Guidelines
- The Learning Code
- Anti-Bullying Policy
- CSPE Programme
- RSE/SPHE/Personal Development Programmes
- Acceptable Use Policy

All complaints pertaining to the nine grounds enshrined in equality legislation will be treated with fairness and sensitivity in as confidential a manner as possible. Any person who believes that the spirit or letter of this policy has been breached within the School should, in the first instance, contact the Principal.

This Draft Equality and Inclusion Statement reflect our commitment to meeting the obligations set out under the Equal Status Acts 2000 to 2008.

This statement is designed to provide guidance to the school community on how the school endeavours to uphold the values of equality, inclusion and integration.

We, as a school, emphasise a positive approach in the context of a vibrant learning environment. This policy will reflect this perspective.

Rationale

This policy statement outlines the school's role and approach to equality and inclusion. It endeavours to do so in a practical manner.

Gender

This co-educational school provides for both boys and girls taking a range of subjects and does not enter into gender differentiation or gender segregation in any subject area. All subject areas are equally welcoming of both genders. Cabinteely Community School aims to provide a supportive environment for any transgender or inter-sex student or member of staff.

Members of staff are a mixture of male and females with posts of responsibility being allocated to both sexes based on the procedures outlined in circular 03/2018 and through the document, Looking At Our School 2016.

Civil status and family status

Cabinteely Community School endeavours to accommodate all and supports all students, staff and parents.

Civil status covers a person who is single, married, separated, divorced, widowed or in a civil partnership.

Family status is defined as being a parent (or a person in loco parentis) for a child under eighteen years old.

Employment issues, such as maternity leave, Parental Leave, Paternity Leave and Career Break etc. are dealt with by DES policy procedures.

The school offers support to students through the curriculum, guidance and counselling staff and through review meetings where necessary.

The school offers support to parents in terms of information meetings held for incoming first year parents helping them make the transition from primary to post primary education.

The school offers support to staff through, regular pastoral care meetings and through a staff-mentor programme.

Sexual orientation

Our Anti-Bullying Policy covers the area of discrimination on the grounds of sexual orientation.

The Guidance and Counselling staff offers support where necessary.

The senior modular RSE programme addresses this issue and offers a safe secure environment for discussing issues relating to sexual orientation.

Religious belief

Cabinteely Community School is a co-educational multi-denominational school founded by the Ursuline Order. We welcome students and families of all faiths and none. Religious Education is taught as an integral part of both the Junior Cycle and Leaving Certificate programmes. Through these programmes students learn about the key beliefs and traditions of different faiths with the hope of promoting tolerance and respect of all religions.

The school offers religious supports to students through the RE department, School Chaplain's office and the use of a prayer/reflection room.

Age

Cabinteely Community School advocates that students of a similar age or developmental level are best suited to learning together.

Disability

The School provides reasonable accommodation to meet the needs of any person with a disability of any kind whether physical, intellectual or otherwise.

The school's premises and facilities are equally available and accessible for use by all groups within the community. The E/F building is the only two storey building in the school and it provides a lift to help with difficulties moving from one floor of the building to the next.

Race

Cabinteely Community School's Mission statement promotes good relations between different racial and cultural groups within the school and within the wider community.

The school is committed to ensuring that all students and staff are encouraged and able to achieve their potential.

The Traveller Community

All persons are welcome in Cabinteely Community School. Therefore, people who are commonly called Travellers and others as people with a shared history, culture and traditions, identified historically as a nomadic way of life are welcome in this school also.

Roles & Responsibility

All members of the School Community have a responsibility to ensure that no one is discriminated under any of the nine grounds.

The Board of Management and Principal will ensure that the school complies with all relevant equality legislation.

The Board of Management and Principal will ensure that the policy and related procedures and strategies are implemented.

The Principal will ensure that all staff are aware of their responsibilities under the policy.

Review & Evaluation

This policy will be regularly monitored and reviewed to ensure that it does not disadvantage particular sections of the community.

Cabinteely Community School will actively seek feedback from students, parents and staff on the implementation of this policy annually.

Documents consulted

- Diversity at School
- Education Act 1998
- Education Welfare Act 2000
- Education for Persons with Special Educational Needs Act 2004
- Employment Equality Act 1998
- Equality Act 2004
- Equality and Education
- Equality Status Act 2000
- Employment Equality Act
- Intercultural Education in the Post-Primary School
- Schools and the equal status act
- Looking at our Schools 2016