



Patrician Academy Mallow

Equality and Diversity Policy

Scope:

This policy

1. Sets out the Equality Policy of the school
2. Reflects the ethos and mission statement which is committed to the pursuit of excellence, encouraging students to develop their full academic and intellectual potential and to enhance each student's sense of dignity and self-worth.

Introduction:

Patrician Academy Mallow provides equal opportunities to all employees, students and applicants for employment in access to employment, conditions of employment, training or experience for or in relation to employment, promotion or re-grading, or classification of job, and in other employment decisions without discrimination on grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the Traveller community.

Patrician Academy Mallow reserves the right to implement positive action programmes in accordance with the Employment Equality Acts 1998 and 2015 and to invoke exemptions allowed for under these Acts, including, but not limited to, taking action to comply with the Employment Permits Act 2006, the Protection of Young Persons (Employment) Act 1996, the National Minimum Wage Act 2000 and the Redundancy Payments Acts 1967 - 2014.

Eligibility:

The Equal Opportunities and Diversity Policy and the procedures contained within apply to all employees and students of Patrician Academy Mallow.

Aims

The Patrician Academy aims to foster mutual tolerance so that everyone feels valued within the school. By actively promoting equal opportunities and not discriminating either directly or indirectly against anyone on the grounds of colour, race, nationality, beliefs, sexuality or gender the school can ensure that:

- All students have opportunities to achieve their potential,
- Expectations of all students are high,
- All students have access to and can make full use of, the school's facilities and resources,
- It reflects the community it serves and responds to its needs,
- All students are prepared for life in a diverse and multi-ethnic society,
- All students understand the meaning of prejudice, how discrimination occurs and how to take a stand against these,
- It has a positive ethos and environment,
- Racist and discriminatory incidents are dealt with effectively (see Code of Behaviour, Antbullying policy and Admissions policy),
- Inclusion issues are taken seriously and are considered in all aspects of school life.

Equal Opportunities & Diversity

All students and adults within the school have a right to be treated with respect. This includes a right to:

- Study, learn and work
- Physical, emotional and verbal respect, free from violence, bullying and abusive language.
- Respect for their gender, race and age
- Freedom from sexual comments or harassment and inappropriate use of humour
- The safety of their property
- Equal opportunities in relation to course access, recruitment, access to extra-curricular activities, work experience. Students and adults within school are encouraged to challenge any inappropriate behaviour or comments. In the case of comments/incidents witnessed by others, silence and non-intervention will be viewed as agreement.

Support

Support is available for students from their Tutor, Year Head, or any trusted adult.

Implementation Procedures

The inclusive school prevents and combats discrimination. It is one that respects, values and accommodates diversity across all nine grounds in the equality legislation: gender, marital status, family status, sexual orientation, religion, age, disability, race and membership of the Traveller community.

It seeks positive experiences, a sense of belonging and outcomes for all

Students and staff across the nine grounds. Outcomes include access, participation, personal development and educational achievement.

The curriculum of the Patrician Academy will incorporate multi-faith teaching and learning about other cultures. Racist language and behaviour will not be tolerated. All incidents will be recorded (see attached form) and parents notified. Persistent racism will result in exclusion.

The Patrician Academy welcomes its duties under the Equal Status Acts 2000 -2008. We are committed to:

- Promoting equality of opportunity
- Promoting good relations between members of different racial, cultural and religious groups and communities
- Eliminating unlawful discrimination

In order to achieve these criteria, we are guided by the following principles.

Every student should:

- Have the opportunities to achieve the highest possible standards and the best possible qualifications for the next stages of their life and education.
- Be helped to develop a sense of personal and cultural identity that is confident and open to change, and that is receptive and respectful towards other identities
- Develop the knowledge, understanding and skills that they need in order to participate in Ireland's multi ethnic society, and in the wider context of an interdependent world.
- Have the right to be healthy, stay safe, enjoy and achieve, make a positive contribution and achieve economic wellbeing.

These principles apply to the full range of our policies and practices, including those which are concerned with:

- Students' progress, attainment and assessment
- Behaviour, discipline and exclusions
- Students' personal development and pastoral care
- Admissions and attendance
- The curriculum content
- Staff recruitment and professional development
- Partnership with parents and communities

The school is opposed to all forms of prejudice including racism, sexism and xenophobia. This includes prejudice which is directed towards religious groups and particular communities, for example, travellers, refugees and asylum-seekers. The school hopes through education and knowledge to teach respect, tolerance and understanding towards different beliefs, cultures and lifestyles. Racist/sexist jokes will be regarded as any other form of bullying and dealt with as such.

Religious Observance

We respect the religious beliefs and practices of all staff, students and their parents, and will comply with all reasonable requests relating to religious observance and practice.

Breaches of Policy

Breaches of policy will be dealt with in the same way that breaches of other school policies are dealt with. An Incident Form will be completed and be given to the Principal / Deputy Principal.

Monitoring and Evaluation

The Equality Policy will be monitored on a regular basis at meetings of Year Heads and at Staff meetings. Data in relation to breaches of policy will be analysed and evaluated.

Roles and Responsibilities

Board of Management:

The Board of Management's responsibility is to ensure that the school complies with the legislation and that this policy and its related procedures and strategies are implemented. The

Board will review the policy annually.

Principal:

The Principal is responsible for:

- Implementing the policy.
- Ensuring that all staff are aware of their responsibilities.
- Ensuring that appropriate training and support is given through the normal staff development programme and that this issue is highlighted in the school development plan. Taking appropriate action in any case of breach of the Equality Policy.

Teachers:

Teachers are:

- Expected to deal with racist incidents that may occur.
- To know how to challenge racial and cultural bias and stereotyping.
- To incorporate principles of equality and diversity into all aspects of their work.

Special Needs Assistants:

The appropriate action for Special Needs Assistants will be to report breaches of the Equality & Diversity Policy to the Principal / Deputy Principal and to fill in the incident form.

Students:

To oversee the Equality & Diversity Policy in their day to day interactions with their peers and staff of Patrician Academy Mallow.

Availability of this Policy

This policy will be available to parents on request and will be published on the school website www.patricianacademy.com. It will be available to staff in their faculty areas, and copies will be kept in the main office and the staffroom.

Criteria for Success

- All students and staff feel valued within the school community.
- The working, teaching and learning environment is characterised by respect and

tolerance for Equality & Diversity.

- Students have opportunities to achieve to the highest possible standards and grow in self-esteem and self-confidence and develop a sense of personal and cultural identity.

Review Procedures

This policy will be reviewed on a yearly basis by the Board of Management following a review by a review group consisting of the Principal, Deputy Principal and two members of staff. The Parents Association and the Student Council will be consulted.

- Policy Links
- Code of Behaviour
- Anti-bullying
- SPHE
- Special Educational Needs
- Admissions
- Dignity in the Workplace