

## **Polasaí ar Chomhionannas Rochtana agus Páirtíochta**

### Scoil Chaoimhín

Ta an polasaí seo dréachtaithe chun teacht le na hachtanna agus reachtaíocht cuí an Oireachtais, Acht Oideachais 1998, An tAcht um Stádas Comhionann 2000 agus An tAcht um Chomhionannas 2004 agus iarann sé go gcuirfí na prionsabail cirt agus comhionannas chun tosaigh do bhaill uile pobail Scoil Chaoimhín. Chuige sin:

- Tá sé mar pholasaí na scoile go gcuirfí réimse ábhair foghlama churaclaim idir téacsleabhair, áiseanna breise, bogearraí agus treallamh spoirt go bhfuil cothrom-insneach.
- Úsádfear gach aon deis chun cothromaíocht inscne a chur chun cinn sa churaclam discréideach agus folaithe.
- Déanfaidh múinteoirí agus foireann na scoile gach iarracht chun an churaclam a chur i láthair i slí chothrom-inscneach agus go n-úsáidfí gach deis chun feasacht na bpaistí ar meoin neamhaireachtálach a árdú.
- Ní bheidh aon deighilt inscne i gceist le dáileadh ranganna sa scoil.
- Mar atá aontaithe le Bord Bainistíochta Scoil Chaoimhín, caitheann gach páiste éide oifigiúil na scoile. Mar chuid de sin, ta rogha idir sciorta nó bríste a chaitheamh ag cailíní na scoile.
- Ní bheidh aon ní luaite in aon fógra na scoile a thaispeánfadh tosaíocht rogha inscne riamh.
- Ní cheadófar aon cheist in aon agallamh a bhaineann leis an scoil go bhféadfaí aon idirdhealú inscne a bheith ceangailte leis.
- Is fostóir Deiseanna Chothroma í Scoil Chaoimhín

### **Rólanna agus Freagrachtaí**

**Bord Bainistíochta:** Tacú leis an bpolasaí seo agus éiteas chothromaíochta agus comhionann páirtíochta na scoile a chur chun cinn.

**Foireann na Scoile:** Chun comhionannas agus cearta gach éinne a chur chun cinn, laistigh do chláir ar leith oideachasúla na scoile agus sa churaclam folaithe tríd an lá scoile ar fad.

**Tuismitheoirí na Scoile:** Chun cothromaíocht a chur chun cinn sa scoil agus chun tacú le polasaithe na scoile sa mhéid seo.

### **Cothromaíocht Deiseanna**

Cuireann An tAcht um Stádas Comhionann 2000 bac ar idirdhealú inscne i dtaobh sholáthair seirbhísí. i Scoil Chaoimhín. Tá sé mar pholasaí againn deiseanna chothroma a chur ar fáil do bhuachaillí agus cailíní i réimse iomlán an churaclaim agus in imeachtaí spoirt ach go háirithe.

Is fostóir Deiseanna Chothroma í Scoil Chaoimhín. Glacaimid le coinníollacha an tAcht Chomhionannas Fostaíochta 1997 i dtaobh foireann a fhostú. Ní chuirfear aon ní riamh in aon fógra fostaíochta na scoile go bhféadfaí tosaíocht inscne a léamh as.

Ní chuirfear aon cheist riamh in agallamh na scoile go bhféadfaí idirdhealú inscne a bheith léirmhínte ann

## Scoil Chaoimhín Equality of Access and Participation Policy

This policy is devised to comply with various acts of the Oireachtas such as Education Act (1998) the Equal Status Act (2000) and the Employment Equality Act (1998) and it seeks to promote the principles of justice and equality for all members of the school community.

- It is school policy to provide a gender balanced range of resources in curricular areas: textbooks, ancillary materials, software, sports equipment etc.
- Every opportunity will be taken to promote gender equality through the discreet and hidden curriculum.
- Teachers shall ensure that the language used in the school to mediate the curriculum is gender balanced and shall avail of opportunities to raise pupils' awareness of unconsciously held attitudes.
- There shall be no differentiation between the sexes in the allocation of classes.
- As agreed with the B.O.M. all pupils in Scoil Chaoimhín shall wear a uniform. As part of this, school girls have a choice between wearing a skirt or trousers.
- Nothing may appear in an advertisement which would indicate a preference for one gender over another.
- Any question which could be interpreted as discrimination on gender grounds may not be asked at interview for Scoil Chaoimhín.
- This school is an Equal Opportunities Employer.

### **Roles and Responsibilities:**

The B.O.M.: to support the policy and to maintain the ethos of equality and participation for all members of the school community.

The Staff: to promote the concept of equality and justice for all, both within specific educational programmes and in the "hidden" curriculum throughout the school day.

### Equality of Opportunity

The Equal Status Act 2000 precludes discrimination on the gender ground in the provisions of equal services. At Scoil Chaoimhín it is our policy to give both boys and girls equal opportunities in curricular and sporting areas.

This school is an Equal Opportunities Employer. The Equality Employment Act '97 precludes discrimination on the gender ground in the employment of staff. Nothing will appear in an advertisement which will indicate a preference for one gender over the other. Neither will any questions be asked at interview which could be interpreted as discriminating on the gender grounds.