

# Equality Policy

SAMPLE



## Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that [insert school name here] (the School hereafter) is equally accessible to all. The school is responsible for setting standards and values to apply throughout the school at every level. Education belongs to, and should be enjoyed by, anyone who wants to participate in it.

Our commitment is to encourage equal opportunities, and confront and eliminate discrimination by reason of:

- Gender
- Sexual orientation
- Marital status
- Nationality
- Ethnic origin
- Colour, religion or belief
- Ability or disability

We do not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racial harassment or other discriminatory behaviour, whether physical or verbal. Our school will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The school is committed to taking positive action where inequalities exist, and to the development of a programme of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination.

The school is committed to a policy of equal treatment of all members and requires all members to abide by and adhere to the policies and the requirements of the relevant legislation:

- Equal Status Acts, 2000-2008
- Employment Equality Acts, 1998-2015
- Prohibition of Incitement to Hatred Act, 1989
- Any amendments to these acts and any new legislation.

The school commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.