

Taigh Sgoile na Drochaide - Diversity Policy

Revision: 1

Effective date: 2020-Dec-13

1. Introduction

This document lays out a policy regarding Diversity within our school and with its community and stakeholders.

2. Policy Statement

The school is committed to providing a safe place for all staff, children and families regardless of race, gender expression, religion, sexual orientation, place of origin, etc. This commitment is an important part of who we are as an organization and what we want to see in our pupils. This document is designed to ensure that this commitment is always adhered to.

3. Employees

3.1. As regards the hiring process, the School will give all qualified individuals equal opportunity. Any qualified person, regardless of race, gender expression, religion, sexual orientation, place of origin, etc. will be encouraged to apply for any position at The School.

3.2. Given the nature of this institution, knowledge and skill with Gaelic language and culture is considered an asset for prospective or existing employees, according to specific criteria as described in relevant job descriptions.

3.3. Any and all promotions, raises or other rewards, will be awarded to staff based solely on their individual performance.

3.4. The school recognizes that there are distinct demographic groups that have long been disadvantaged. It recognizes that racism, ageism, sexism, homophobia, transphobia and other forms of discrimination are problems both for this organization and society as a whole. The School is committed to tackling discrimination both within and without the organization. Any type of discrimination or harassment will be addressed and resolved in order to prevent and mitigate future incidents.

3.5. All employees are expected to be aware of The School's diversity policies. These policies will be enforced by the Working Group.

3.5.1. Issues and non-compliance with diversity policy will be brought to

Taigh Sgoile na Drochaide - Diversity Policy

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the attention of the Working Group and dealt with on a case by case basis by members of the Working Group and individuals involved in the incident or non-compliance.

3.5.2. The Working Group will review the Diversity Policy annually to address any shortcomings in the policy.

3.6. All new employees will be given and be required to read this policy upon commencement of employment. The active version of the policy will be available to all relevant stakeholders. Updates will also be distributed annually and appropriately, if changes are made to the policy.

4. Students and Families

4.1. The School is open to students and families of all backgrounds, regardless of race, gender expression, religion, sexual orientation, place of origin etc.

4.2. Students and parents will be expected to be respectful of diversity and open to its benefits.

4.3. Enrolment will not take any of these factors into account and will be based entirely on a basis of who registers first.

4.4. Any and all awards, prizes, etc. will be given or awarded based only on the merit of the individual student.

4.5. The school will maintain a zero tolerance policy towards bullying, whether this is between students, staff, parents, etc.

4.5.1. Any issues of bullying should be reported to the teacher.

4.5.2. All incidents of bullying will be dealt with seriously and on an individual basis.

4.5.3. In extreme circumstances, or when the incident has involved one or more adults, the Working Group may decide to become involved. All incidents will be dealt with on a case by case basis though Working Group involvement may mean more severe actions are taken.

4.6. Guardians of children new to the school will be given a copy of this policy upon enrolment of their child. The active version of the policy will be

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available to all relevant stakeholders. Updates will also be distributed annually and appropriately, if changes are made to the policy.

5. Conclusion

- 5.1. These policies are designed to ensure that the school is a safe place for all students, families and faculty.

- 5.2. These policies will be reviewed annually to ensure their effectiveness and thus the safety of all members of the school's community.

Revision History & Approval

Revision	Date	Approved by
1	2020-Dec-13	Working Group