

ST. MUNCHIN'S COLLEGE

POLICY ON EQUALITY

Education Act 1998:

‘A recognised school shall provide education to students which is appropriate to their abilities and needs, it shall use its available resources to ensure that the educational needs of all students, including those with a disability or other special needs, are identified and provided for’.

With reference to the Mission Statement of the College, each student is treated with an understanding that is consistent with the caring ethos of this Catholic school and the resources provided by the Department of Education and Skills (D.E.S.) to the Board of Management.

Educational Disadvantage:

Our school makes every effort in partnership with parents:

1. To assess educational disadvantage.
2. To identify the specific needs of a boy.
3. To supply appropriate support.

Assessment:

- St.Munchin's College liaises with the Principals in National Schools to determine level of support needed by students with S.L.D. and other special educational needs.
- Assessment follows acceptance to facilitate provision of equal non streamed mixed ability in 1st year.
- Communication with parents re suitability of school to students with special needs (i.e. Curriculum) and lack of resource and classroom assistants and insufficient remedial support.

Identification of S.L.D:

- Information given to teachers of students with S.L.D by Principal / SEN Co-ordinator/Year Head / Class Tutor
- Referral of data to D.E.S. for special consideration ,extra resources and tuition to combat disadvantage.
- St.Munchin's College (The Principal in consultation with the Special Needs Teacher/ Learning Support Team) may recommend (where appropriate) in consultation with parents having identified a student with special needs, who is in need of more specialised help to refer the student to an educational psychologist or other qualified professional depending on the needs of the child in order that appropriate resources be sought from by the D.E.S..

In such cases Class Tutor, Year Head and Guidance Teacher or other appropriate members of staff may liaise with the psychologist or other qualified individual.

Provision of appropriate support:

- St.Munchin's College policy is to create a teaching and learning environment with class sizes to improve the quality of learning for those with S.L.D i.e. extra resources focused on students with special needs (in parallel class situations).
- The availability of Library to help literacy and the provision of reading material to encourage those at risk.
- The development of a School Improvement Plan to focus specifically on Numeracy & Literacy.
- Continuous monitoring of progress and liaising with parents on progress.
- All students have equal access to extra curricular activities

Specially Talented:

- Essay competitions / Maths competitions/ Debates /Student Language Exchange/ Musical /Sports: - Overseeing of scholarship application (rugby) to U.C.C./U.L./Garryowen etc.
- T.Y. students take part in a 3 day induction course in Physics over a 3 week period.
- Lectures organised by U.L. in Physics /Applied Maths for Leaving Cert cycle students.
- Maths Olympiad.
- Young Scientist.
- Other such programs as may meet the needs of the child

Physical Disability:

In keeping with the intake policy which is inclusive, the school has an open policy regarding students with physical disability. With the recent upgrade of our facilities, the school can now adequately serve the needs of the physically disabled with the addition of 2 new lifts to service 4 floors and the provision of a number of disabled toilet facilities.

Gender:

St.Munchin's College is a Catholic Diocesan Boys Secondary School.
Staff both male and female participate in all aspects of school life.
The Board of Management is an equal opportunity employer.
(The policies of the school are gender proofed.)

Race:

‘‘Meas ar a cheile ,meas orainn fein’’

St.Munchin’s College strives to create an atmosphere which protects students’ human rights, dignity and respects and values cultural diversity. We acknowledge this diversity in society, in our diocese and in our school.

In St.Munchin’s College we promote anti-racism and interculturalism in education.

In reaching out to international students in our school, prior to enrolment in Junior Certificate or Leaving Certificate cycle we make available an induction course focusing on English Language skills to facilitate new students to cope with the English language and challenges of daily life and hence improve their opportunities in accordance with the resources provided by the D.E.S..

Religion:

‘‘Veritas in Caritate’’ Motto of St. Munchin’s College.

- Staff ,students and parents seek to build a Christian milieu in which quality of care for each student is characterised by love, respect and compassion and recognises the dignity of each student.
- The College is under the patronage of the Bishop of Limerick.

‘‘To grow morally and spiritually’’ (Mission Statement) This is fundamental to our school.

- Staff, Parents, Students are expected to be supportive of the ethos of the school.
- No student is discriminated against on the basis of religion.
- Teaching of religion by its nature is cross-curricular and as above, parents are expected to be respectful of and supportive of the characteristic spirit of the school.
- All students have equal access to College Liturgies, Retreats, Paraliturgies, Eucharistic celebrations.
- The Roman Catholic Diocese of Limerick supports the school through the provision of a full time lay chaplain and also through the Diocesan Advisory Service to Second Level Schools.

St.Munchin’s College provides Religious Education as a core examination subject up to Junior Certificate level, Hence each student is expected to participate.

Chaplain:

- The Roman Catholic Diocese of Limerick funds the provision of a full time lay chaplain to St. Munchin’s College.
- The service of the Chaplain is an integral part of the school community and activities.
- All Staff welcome support and accommodate the valuable work the Chaplain does.

- The Chaplain actively supports the work of R.E.teachers.
- The Chaplain is available to all students (regardless of creed/belief or no religious affiliation) in the course of the year to support them through personal difficulties they may encounter.
- The Chaplain takes an active role in all school liturgies.

Illness:

Parents /guardians are encouraged to inform school authorities of medical /health problems i.e. asthma, epilepsy etc.

All Teachers and Staff of St.Munchin's College have a general professional duty of care to safeguard the health and safety of pupils and all those in the school and will, within the limits of their professional competence, assist all as much as possible.



*Ratified by the Board of Management 20th October,2014
Review Date – October, 2016*

Signed:

Noreen Caulfield - Chairperson