



D U N B O Y N E  
C O L L E G E  
O F F U R T H E R E D U C A T I O N

## **Inclusion policy**

Every student deserves an equal chance to access, participate in and benefit from education and to have the opportunity to reach her/his full educational potential for personal, social and economic reasons. Education is a critical factor in promoting social inclusion and economic development. No one should be excluded from equal access to education and no one should be denied the fullness of this right based on gender, marital status, family status, sexual orientation, religion, age, disability, ethnicity race or membership of the Traveller community.

We as a college will abide by all Equal Status pieces of legislation.

The Equal Status Acts:

- Promote equality of opportunity,
- Prohibit discrimination on nine specific grounds,
- Prohibit harassment on the discriminatory grounds and sexual harassment,
- Require reasonable accommodation of people with disabilities and
- Allow for positive action.

We believe it is important that all our actions are viewed holistically, and that Integration is the responsibility of everyone, based on inclusion and respect for differences. We believe that all of society has a role to play in promoting an intercultural ethos, integration, inclusion and diversity. Likewise, all educators, regardless of whether or not they work with migrant students, have a responsibility to develop an intercultural learning environment. Parents and communities have a key role to play in the process. This role extends to rejecting racism, bias, stereotyping and discrimination. This approach is not solely the remit of the education sector; it is the responsibility of Irish society.

### **Inclusive Design**

An intercultural and inclusive learning environment must be brought about by intentional design, and not left to develop on an ad hoc basis. Leadership and CPD are vitally important in this regard. We aim to take on board the high level goals and key components of intercultural education, so the challenges presented by inclusion, diversity and immigration can be effectively addressed. We will do our part so

that intercultural and inclusive learning environments can become the established norm, to the benefit of all members of society.

We believe the efforts of the single school/ institution matter.

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