



Villiers School

Celebrating 200 Years

14th October 2021

Dear Parents and / or Guardians,

Creating a truly inclusive school culture is the responsibility of each member of the Villiers School family, whether board member, school leader, school staff member, student, parent or guardian. The purpose of this letter is to make a strong statement of our commitment to ensuring that Villiers School is a truly inclusive environment for all members of our school family.

Our school ethos is that Villiers:

'...recognises, supports and endeavours to accommodate the right of the student to learn in an educationally conducive environment, regardless of innate ability, family/social circumstances or religious affiliation... Villiers School aims to ensure that the educational, emotional, spiritual, psychological and moral welfare of each individual student is provided for, while encouraging at all times the co-operation and assistance of parents / guardians of the students.'

This year, we have placed equity, diversity and inclusion (EDI) at the fore of our school's focus. We have linked with Inclusion Labs, an education consultancy firm, to help us to embed these principles as part of the every day, lived, experience for all members of our school community, regardless of race, gender, religion, socio-economic background, sexual orientation and disability.

Several members of staff are engaged in training programmes, and we have already begun a whole staff training initiative. We have appointed two lead staff members, Mr White and Ms Rosero, and established two implementation groups - a collaborative group comprising of dedicated staff members, and a working group, which includes members from the Board of Management and Parent Teacher Association, the staff collaborative group and, perhaps most importantly, student representatives. Additionally, our student representatives themselves are spokespeople for various student affinity groups within the school community.

We will be introducing several initiatives this year, and next week you will receive some information on the first of these, a school audit. Immediately after the mid-term break, Inclusion Labs will help us to conduct an anonymised audit of students, staff and parents. The purpose of this audit is to highlight our strengths and weaknesses and provide us with quantifiable information on areas we most need to give our focus.

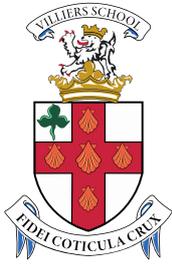
Additionally, we are developing a calendar of EDI events throughout the school year, each of which will provide invaluable educational opportunities in the area of EDI. The first of these are Black History Month, celebrated in October each year, and International Pronouns Day, which takes place on October 20th this year.

VILLIERS 
a family since 1821

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Headmistress Jill A Storey, M.A. H.Dip. Ed. (Hons), Dip. in Rem. Ed. (Hons)



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We will be in contact again as the year progresses, and at the end of this academic year, we will endeavour to provide all members of the school community with an end of year impact report, as well as to communicate plans for our focus for the 2022-2023 academic year.

Sincerely,

Jill A Storey
Headmistress

The Very Rev'd Niall J Sloane
Chairperson Board of Governors
Chairperson Board of Management

Paul Schütz
Board of Management
Chairperson Parent-Teacher Association