

ST. JOSEPH'S R.C. PRIMARY SCHOOL



Gender Equality Policy

At St Joseph's RC Primary School we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school, irrespective of gender. We will ensure that neither males nor females are treated less favourably in any procedures, practices or aspects of service delivery. The achievement of all pupils and students will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our pupils with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation. At St Joseph's we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Under the gender equality duty all schools now need to take action to

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women.

Although at St Joseph's we take positive steps to address gender inequality, we understand that there are many barriers that prevent pupils and staff from achieving and making the most of the opportunities we make available.

To promote gender equality it is vital that the differences between boys' and girls', male and female experiences, attitudes and achievements in schools are understood so that our policies and practices can begin to break down these barriers.

However, we are aware of how factors such as ethnicity and social class also impact on the achievement of boys and girls. This scheme supports our work as set out in our, Inclusion policy, Disability Equality scheme and Race Equality scheme to tackle the many factors that affect pupil attainment.

Action

This scheme sets out the work we will take to promote the gender equality duty that will:

- eliminate unlawful discrimination and harassment;
- promote equality of opportunity between men and women; and
- result in improved outcomes for girls, boys, male and female staff and parents/carers in all aspects of school life, in the wider community and in employment.

For us at St Joseph's this means that we will build on our existing practice by:

- continuing to take a key role in shaping the values and attitudes of children and young people and take a lead in challenging gender based harassment, bullying and violence and stereotyping
- continuing to ensure that all areas of the curriculum are accessible by all pupils irrespective of gender
- continuing to avoid stereotypes of gender in the classroom curriculum delivery

- ensuring that in recruiting staff we seek the best candidate irrespective of gender
- making sure extra curricular activities are available irrespective of gender other than in school “boys” or “girls” sports teams
- the school environment is such as to promote motivation by all pupils irrespective of gender
- including the gender equality duty in the way we plan for school improvement
- building on our positive work around the Healthy Schools initiative
- investigating and addressing complaints of sexual and sexist bullying, harassment and violence from staff.

By the end of each school year we will have:

- continued to challenge gender issues in achievement
- identified the key gender equality issues for our school
- highlighted our procedures to eliminate harassment and discrimination on the grounds of gender in education and employment.
- ensured that incidents of sexist bullying and harassment are recorded and challenged
- assessed the impact of our policies and practices that have a high relevance in promoting gender equality on our pupils, staff and governors including exclusions, and our behaviour policy
- implement activities to positively promote parental involvement with children’s learning and expectations
- ensured that multi agency links and support is meeting the gender equality duty.

We will do this by:

- using our staff and curriculum to ensure that equality of opportunity between boys and girls is promoted
- analysing pupil achievement data by gender
- Positively promote and support pupil involvement in areas of the curriculum where there is identified under achievement eg boys literacy, girls mathematics
- Monitor take up for clubs and extra curricular activities
- Monitor pupil behaviour and exclusions by gender
- consulting with relevant people and using that information to identify gender equality objectives/actions.
- raising awareness of this scheme and its aims through training, our newsletter, staff meetings and curriculum.
- nominating a senior member of staff to co-ordinate the monitoring of sexist bullying (Headteacher)
- gathering and using information on how our policies and practices affect gender equality in the workforce and delivery of services
- reviewing and monitoring exclusions and incidents of behaviour
- working with our partners and community groups to support developments in recruitment and retention of men in primary schools and early years settings.

- amending existing equal opportunities/diversity conditions in contract to comply with gender equality duty.

Monitoring, review and evaluation

Evaluation and review of this scheme will be carried out in line with our school improvement plan.

Monitoring and review of the scheme will be done as part of our self-evaluation as progress towards meeting this duty is a key part of school performance.

This scheme will monitor by gender in a range of areas including:

- pupil achievement
- exclusions
- recruitment, retention and career development of staff
- participation

Reporting on progress

This scheme will be reviewed annually and the main findings will be reported to the full governing body.

March 2017

Acting Chair of Governors Susan Bush

Appendix 1

Check list for school staff and governors

- ✓ Is information collected on gender with regards to both pupils and staff? Is this information used to improve the provision of services?
- ✓ Is pupil achievement monitored by gender? Are there trends or patterns in the data that may require additional action?
- ✓ Are pupils of both sexes encouraged to participate in school life? How is this shown through representation in school events such as class assemblies and the school council?
- ✓ Are pupils of both sexes given the same opportunities to participate in physical activity, both in and outside of school hours?
- ✓ Is bullying and harassment of pupils monitored and is this information used to make a difference?
- ✓ Are stereotypes in terms of gender actively challenged in both the classroom environment and in the playground?
- ✓ Are pupils encouraged to consider career paths/occupations that are traditionally gender stereotyped?
- ✓ Is the school environment as accessible and welcoming as possible to visitors of both sexes e.g. accessible to pushchairs? Are open evenings and other events which parents or carers attend held in an accessible part of the school?
- ✓ Are parents of both sexes encouraged to participate in their child's education e.g. attending parents' evening, taking up parent/ family learning courses, and assemblies?
- ✓ Are governing bodies representative of the pupils, staff and local community that they serve?

Appendix 2

Employer duties-

As an employer St Joseph's RC Primary School needs to ensure that it eliminates discrimination and harassment in its employment practice and actively promotes gender equality within its workforce.

✓ Are gender aspects considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination?

✓ Is bullying and harassment of staff monitored and is this information used to make a difference?

NOTE: The EOC Code of Practice on the Duty lists key employment issues that are usually the most common ones to be considered, these include:

Recruitment

Managing flexible working

Managing parental and carers leave

Managing pregnancy and return from maternity leave

Sexual and sexist harassment

Transsexual staff

Grievance and disciplinary procedures

Equal Pay

Work based training opportunities

It is a specific requirement of the duty that an equal pay policy is developed.

Appendix 3

The Gender Equality Duty (GED)

What is it?

The Government has introduced the Equality Act 2006 with the purpose of ensuring that people are treated fairly and equally (i.e. are not subject to discrimination). Within this Act a Gender Equality Duty was established for the public sector. The new legal Duty places a requirement on public bodies to be proactive and to promote gender equality within their service delivery and employment. It is recognised that public authorities can make an enormous contribution towards removing the barriers to equal opportunities that exist in society.

The legislation outlines both a General Duty and Specific Duties.

The General Duty

The General Duty requires that every public authority in carrying out its functions should:

Eliminate unlawful discrimination and harassment, taking active steps to comply with both the Sex Discrimination Act and the Equal Pay Act
Take active steps to promote equality of opportunity between men and women when carrying out their functions and activities

The Specific Duties

In addition, public bodies are required to comply with the Specific Duties which are:

To produce and publish a Gender Equality Scheme (GES) identifying Gender Equality goals and actions to meet those goals

To consult with employees and stakeholders in the development of the GES

To monitor and review progress.

The scheme will need to be reviewed every three years

To publish an annual report on progress with the Action Plan

To develop and publish an equal pay policy including measures to address promotion, personal development and occupational segregation

To conduct and publish gender impact assessments of all legislation and major policy developments and publish their criteria for conducting such assessments

The act also makes provisions on prohibiting discrimination on the grounds of sexual orientation in employment and the provision of goods, services, facilities, education, use and disposal of premises and the exercise of public functions.