

Date: September 2016

Review: September 2017

Primrose Hill School Gender Policy



This policy applies to all governors, staff, pupils, parents/carers and visitors to the school, including all contractors; it aims to clearly set out our beliefs regarding the important role of gender equality in Euxton Primrose Hill Primary School.

It reflects the consensus of opinion of the whole teaching staff and has the support and agreement of the Governing Body.

The implementation of this policy is the responsibility of all members of teaching staff.

The Headteacher will review this policy annually in line with latest curriculum advice and any changes/amendments will be discussed with all teaching staff and will be ratified through the Governors' Curriculum Committee.

This policy has clear links with the school's:

Curriculum Subject Policies, Equal Opportunities Policy, Able, Gifted and Talented Policy, Health and Safety Policy, Inclusion (including SEN) Policy, Learning and Teaching Policy, Marking and Feedback Policy, Race Equality Policy.

THE AIMS OF OUR GENDER EQUALITY POLICY

Our gender equality policy builds upon the vision & aims of Euxton Primrose Hill, core values and ethos of the whole school community. We recognise our statutory duty to eliminate unlawful sex discrimination and harassment and promote equality of opportunity between men and women. This policy will be an integral part of our school life.

INCLUSION

- Euxton Primrose Hill strives for equality in all its work, this policy has been written in consultation with staff, governors and pupils.
- Our aim at Euxton Primrose Hill is to ensure that every member of the school community is valued and respected and has the opportunity to achieve their full potential, acquiring the skills for life-long learning in a safe, happy, inclusive and caring environment.

Everyone is valued and diversity is seen as a rich resource to enhance and support the learning of all.

This inclusive culture is reflected in all school policies and practices. We ensure that classroom and extra-curricular activities encourage the participation of all pupils, drawing on their knowledge and experience outside school. Teaching and support are integrated together, enabling all pupils to overcome barriers to learning and participate fully in school life.

Inclusion will be achieved through analysis and assessment of children's needs, by monitoring the quality of teaching and the standards of pupils' achievements and by setting targets for improvement. Learning for all children is given equal priority and available resources are used to maximum effect.

Euxton Primrose Hill meets the specific duties of the Race Relations (Amendment) Act 2000 by considering the implications for race equality and cultural diversity in planning and developing all policies. Euxton

Primrose Hill Primary School also complies with the Disability Discrimination Act 2005 and the Equality Act 2006.

LEADERSHIP, MANAGEMENT AND GOVERNANCE

The Governing Body is committed to eliminating unlawful sex discrimination and harassment and to promoting equality of opportunity between men and women. We will ensure as policies are updated, they are assessed for their impact. The governors will develop the knowledge and understanding of gender equality. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice.

It will be the responsibility of the headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have relevant training and support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. The headteacher is the member of the senior management team with designated responsibility for gender equality. The governors expect that **all staff** will know how to challenge gender bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting gender equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable boys and girls to reach their full potential; by how they ensure that boys and girls have full and equal access to the curriculum and by how they promote gender equality through learning and teaching, the curriculum and the quality of care and guidance. The governors expect all staff, pupils and parents/carers to support us in this work.

THE SCHOOL'S COMMITMENT TO GENDER EQUALITY

ETHOS

The school will fulfil its commitment to gender equality by:

- Promoting an atmosphere of mutual trust and respect among all members of the school community, regardless of gender
- Ensuring that all staff, parent/carers and pupils are treated with dignity
- Challenging gender stereotypes in all aspects of school life
- Encouraging classroom and staffroom discussion of gender issues which reflect on gender stereotypes, expectations and the impact on learning
- Striving to eliminate sexual and sexist bullying and violence

CURRICULUM/LEARNING AND TEACHING

The school will fulfil its commitment to gender equality by:

- Ensuring equality of access for both boys and girls to all areas of the curriculum, to include subject choice and careers advice to meet pupils' individual needs
- Ensuring that the curriculum is balanced and broadly based

- Ensuring that teachers' planning and delivery takes account of gender issues and the need to challenge stereotypes
- Ensuring that resources in all areas of the curriculum promote knowledge and understanding of gender issues
- Ensuring that any particular learning needs of boys and girls are met
- Finding opportunities to promote positive images of women through the curriculum at Euxton Primrose Hill

ACHIEVEMENT/ATTAINMENT/ASSESSMENT/PROGRESS

The school will fulfil its commitment to gender equality by:

- Having procedures to monitor and track progress and achievement by gender in order to identify and respond to trends and patterns
- Striving to maintain equally high expectations of all pupils

BEHAVIOUR

The school will fulfil its commitment to gender equality by:

- Monitoring pupil behaviour and exclusions by gender
- Using the information collected to ensure that procedures are applied fairly and equitably to all pupils, ensuring their safety and security in the school
- Developing and implementing strategies to address any gender specific examples of inappropriate behaviour.

STAFF RECRUITMENT AND CAREER DEVELOPMENT

The school will fulfil its commitment to gender equality by:

- Ensuring that all staff and governors responsible for appointing staff and reviewing staff performance and pay do not discriminate against women or men
- Taking account of the requirement to eliminate unlawful pay discrimination
- Ensuring that opportunities for professional development, career progression and promotion are free from unlawful sex discrimination

COMMUNITY/PARENTAL CONSULTATION

The school will fulfil its commitment to gender equality by working in partnership with parents/carers and the wider community to develop positive attitudes to gender issues.

IMPLEMENTATION

The school's development/improvement planning process will be the main vehicle for implementing the policy. The process of implementation is as follows:

- Disseminating this policy to the Governing Body, staff, volunteers, pupils, parents/carers and visitors to the school including all contractors.

- Producing and disseminating an action plan focussing on:
 - * auditing the current progress and attainment of boys and girls
 - * producing targets to improve the performance of groups
 - * enhancing opportunities for girls to participate in extracurricular activities
 - * monitoring the attendance and exclusion data by gender
 - * exploring the performance of boys and girls from different ethnic and/or social groups
 - * review of existing policies in the light of these duties.
- Building gender impact questions into all policy and planning processes

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents/carers and staff by:

- Collecting and analysing data and other information
- Checking progress against the action plan
- Consulting with parents and carers and the school community

- Reporting regularly to the timetable identified in the action plan.

It is the responsibility of all staff to ensure that this policy is enacted throughout the school and it is the responsibility of the Assessment Leader to monitor the implementation and outcomes of this policy.

Date of next review: September 2016