



Brimscombe CE (VA) Primary School

Gender Equality Policy

Approved by: Ethos committee

Date: March 2021

Last reviewed: March 2021

Next review due by: March 2023

Vision Statement:

We work together to create a safe, welcoming and happy environment rooted in Christian values. We provide rich opportunities and challenges for our pupils to learn. Kindness, respect, courage, friendship and responsibility are at the heart of what we do. We support all our children in becoming confident, skilled and optimistic young people.

We aim to ensure that:

- All our pupils feel safe, secure and valued.
- Each child grows in spiritual awareness, knowing that their own views are respected.
- Everyone in our school understands tolerance and respects others.
- The school community promotes positive attitudes to relationships and learning.
- The school delivers a vibrant, innovative and forward thinking Curriculum fit for our times.
- We build a community of children, staff, parents and Governors that works together for the benefit of all.

Who is this policy for?

This policy should be used as a point of reference for all stakeholders, including staff, pupils, parents, governors and visitors.

Statement of intent

At Brimscombe CE (VA) Primary School we are committed to ensuring equal treatment of all our employees, pupils and any others involved in the school community, regardless of gender. We will ensure that neither men nor women are treated less favourably in any procedures, practices or aspects of school life. We believe that this will help reinforce our commitment to improving performance of all pupils, and being a school where all are included.

This school will not tolerate harassment of people based on their gender.

Definitions

Sex and *gender* are terms often used interchangeably. Sex more properly refers to biological differences of male and female; *gender* refers to what is considered masculine and feminine.

Duties

The Equality Act 2010 created the Gender Equality Duty for all public sector bodies including schools. The Gender Equality Duty has two parts to it, the “general” duty and the “specific” duty.

The General Duty

The school will actively seek to:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity between men and women

The Specific Duty

The school will:

- Consult teaching and non-teaching staff, pupils, parents and local community groups to help determine our gender equality objectives
- Gather and use information on how our school policies and practices affect gender equality – both in our workforce and in our education function
- Produce a Gender Equality Scheme identifying our gender equality goals and actions to meet them, in consultation with our stakeholders
- Set a timetable for and implement as soon as reasonably possible (usually within three years) the actions we have identified
- Assess the impact of our current and proposed policies and practices on gender equality and publish the impact assessments on the school website/school newsletter. Monitor and review our progress, reporting on our progress annually
- Review and revise this scheme every three years

Gender Equality Scheme

Our key objectives are:

To monitor achievement/access to various aspects of the curriculum, and take action to address any inequalities that occur. These include:

- Monitoring of school results
- Monitoring children’s participation in their learning (eg through lesson observations/child discussions)
- Monitoring SEND and other minority group provision eg Pupil premium; higher attainers
- Monitoring behaviour patterns, including exclusions
- Monitor participation in other aspects of school life, including clubs
- Monitor involvement patterns of parents (eg as helpers; at information events; on the governors/PTFA)
- Monitor overall aspects of school life, including staff appointments, roles and responsibilities.

To take action to ensure that all members of the school community treat each other with due respect, regardless of gender.

Involvement of both males & females in developing the scheme

We consult with staff, pupils, parents and community users to gain their views on gender issues in relation to the school through consultations and informal meetings.

Gender in the curriculum, including teaching and learning

Within the school, the curriculum is made available equally to boys and girls. This is particularly important in those areas where stereotypes prevail (eg ICT/sport/dance etc).

Where roles become stereotyped and imbalances occur we aim to address these through:

- Provision of single gender clubs (eg computers for girls; girls football)
- Targeted support at groups of children/individuals, which may be a group of girls in a science lesson, or boys in an art lesson.
- Use of positive role models, both male and female, to challenge stereotypes – eg: a female football coach, or a male dance teacher.
- Where analysis shows there is a gender difference (eg in writing/maths) we will target additional resources (eg teacher assistant support) to address those issues.

Eliminating bullying

We have a clear policy on combating bullying. These procedures would be used to combat all types of harassment/bullying, including gender.

Family Friendly policy

We aim to give both male and female staff the same consideration in respect to time off for dependents; release to attend a family event etc.

Reviewing

This policy will be reviewed and publicly commented upon each year and revised at least every two years

J Roberts
March 2021