

# **St. Gregory's R.C. JMI**

## GOVERNORS STATUTORY POLICY



## **GENDER EQUALITY POLICY**

***4<sup>th</sup> December 2019***

Review December 2021

## **Mission Statement**

At St. Gregory's R.C. V.A Primary School we aim to provide a broad and balanced education for every child in a happy, caring and welcoming community.

We are concerned above all with promoting the well-being and achievement of all children. Every member of our Catholic Community is a gift from God and we endeavour to encourage and support them in developing their own particular gifts and aptitudes.

As a Catholic School, Gospel values of caring for each other, treating each other as Jesus teaches us, are found in all areas of school life. We also hope to make prayer, worship and liturgy both a meaningful and relevant experience for all.

## **The School Context**

St. Gregory's R.C. Primary School is an average – sized urban school with 215 pupils on roll.

The school pupil population in September 2018 was –50.7% male and 49.3% female.

The School staff population in September 2018 was – 9.09% male and 90.91% female.

The Governing Body population in September 2018 was - 58.33% male and 41.67% female.

## **Our Commitment to Gender Equality**

This gender equality policy enables our school to meet our statutory obligations. The Equality Act (2006) amended the requirements of the Equal Pay Act (1970) and the Sex Discrimination Act (1975). It added to the duty to eliminate sexual discrimination and sexual harassment, the duty to promote gender equality.

We will actively promote gender equality and oppose gender discrimination in all its forms and foster positive and commitment to an education for equality.

Our commitment covers all aspects of school life and includes:

- Creating a school ethos, which promotes gender equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices. However, we understand that in some circumstances it may be appropriate to treat girls and boys, and women and men differently, if that action is aimed at overcoming previous, current or possible future disadvantage;
- Taking active measures to investigate report and act on incidents of gender discrimination;
- Collect and analyse school data and other gender equality relevant information;
- Consult all staff, pupils, parents and relevant local communities;
- Monitoring behaviour, discipline and exclusions to remove all practices, procedures and customs which are discriminatory;
- Monitoring all aspects of teaching and learning and the wider curriculum to assess the ways in which they might impact on gender equality;

- Admissions to follow Diocesan and LA guidelines;
- Attendance to follow LA guidelines;
- Staff recruitment and professional development to promote gender equality;
- Publishing and implementing a Gender Equality Action Plan with our proposed objectives and actions.

### **Dealing with incidents of gender discrimination**

All members of staff, teaching and support staff, have a responsibility to promote gender equality and to report any incidents of discrimination, which may arise in the school.

We understand that eliminating gender discrimination and harassment and promoting gender equality is in part an education function and a matter of cultural change. Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy will be dealt with in accordance with our school's anti-bullying procedures and the disciplinary procedures for staff.

Where issues based on sex and gender in relation to safeguarding of children come to the attention of the school, these will be dealt with according to our Child Protection Procedures which, together with our "Speak Out" Policy, (Whistle Blowing Policy), will outline the procedures to follow.

### **Progress, attainment and assessment**

The school's pupil progress undertakes assessment analysis on a termly basis. Any findings related to the underachievement of any gender group will be highlighted and the pupils concerned targeted appropriately.

### **Behaviour, discipline and exclusions**

Our procedures for disciplining pupils and managing behaviour are fair and are applied equally to all pupils irrespective of gender. All procedures for excluding and re-integrating pupils are free from gender discrimination.

### **Personal development and pastoral care for our pupils**

Through our PSHE, Pastoral Care, SEAL & PSHE Time and through the Every Child Matters agenda, our pupils are comprehensively supported and guided.

### **Aspects of teaching and learning and the wider curriculum**

Curriculum planning takes account of our commitment to gender equality. The criteria used for setting and other grouping are fair for all pupils. We endeavour to use assessment materials that are free from any unfair bias. Our aim is not only to encourage all pupils to oppose discrimination, but also to make sure they have the skills to challenge stereotyping as and when it may occur.

We are also committed to gaining a better understanding of the needs of transgender children and staff with a view to offering full support alongside care, courtesy and concern.

### **Admissions and attendance**

We follow Diocesan and Local Authority guidelines on admission, which are fair to all gender groups. The school monitors pupil attendance and uses data to develop strategies to address poor attendance, and is aware in some cases that absenteeism may be linked to gender.

### **Staff recruitment and professional development**

Recruitment and selection procedures are consistent with the Gender Equality legislation and operate within the framework provide opportunities for the professional development of staff and governors from all groups.

### **Extended Schools Activities**

All out of school activities are open to both genders and every effort is made to provide a range of clubs and activities: All open to all.

### **Partnership with parents and communities**

All parents are encouraged to be part of the life of the school and are eligible to join the Governing Body and any parent activity which may take place at the school. The value for success for all is positively promoted to avoid any cultural stereotyping.

### **Roles and Responsibilities**

Promoting gender equality is the responsibility of the whole school community, including support staff, pupils and parents. At the beginning of each academic school year, school induction procedures will highlight the duties implied by this policy in the same way as Child Protection, Health and Safety and Behavioural Policies form part of the induction process. New and temporary staff to the school will be made aware of this school policy.

At the beginning of the academic school year, all children will be reminded of their roles and responsibilities regarding equality. Parents will be made aware of their roles and responsibilities through the School Prospectus and relevant reminders in newsletters.

The Head Teacher and Senior Management Team will demonstrate through their personal leadership the importance of this policy.

They will:-

- Ensure that all staff are aware of the policy and understand their role and responsibility in relation to it;
- Develop an action plan to assess and monitor the impact of the policy and report outcomes to the Governing Body on an annual basis in the Autumn and Spring Terms;

- Ensure that, where additional funding is available for raising the achievement of gender groups, the additional resources are used appropriately and targeted on the basis of identified need for this purpose.

### **Curriculum Subject Leaders**

Curriculum Subject Leaders / Coordinators will be responsible for reviewing and monitoring curriculum policies and Schemes of Work to ensure that gender equality is promoted.

### **Reviewing the Gender Equality Policy**

The following criteria will be the basis of our review procedures:-

- Promote equality of opportunity;
- Eliminate unlawful discrimination;
- Promote good relations between gender groups;

Review of the Gender Equality Policy will form the basis of an action plan where appropriate. It may also link to other action plans the school is obliged to produce, such as the School Development Plan. Coordinators should refer to this policy when reviewing and updating their curriculum schemes of work.

The Head Teacher and Senior Management Team will be responsible for updating and reviewing this policy and producing a draft action plan for consultation by staff and governors.

The gender equality action plan will identify key objectives, links to other plans, actions, responsibilities, resources, timescales, success indicators and targets as well as monitoring and evaluation. The gender equality action plan will be integrated into the School Improvement Plan and governors will monitor this action plan. Further staff and pupil development will be provided where appropriate.

This policy will be reviewed biannually.

Signed on behalf of the Governing Body:-

Signed: \_\_\_\_\_ (Head Teacher)                      Date: \_\_\_\_\_

Signed: \_\_\_\_\_ (Chair of Governors)                      Date: \_\_\_\_\_

Date: 4<sup>th</sup> December 2019

To be reviewed biannually, no later than the Autumn Term Governors' Meeting, 2021.