



Gender Awareness / Equality Policy

Introduction.

This document is a statement of the aims, principles and strategies for ensuring gender equality at Ambleside Primary School. The school policy for Gender Equality was developed and agreed by the whole staff and has the full agreement of the Governing Body. The policy was approved and ratified by the Governing Body during the Summer Term 2008.

Aims

Through this policy we aim to:

- Ensure we meet our statutory obligations.
- Actively promote gender equality and oppose gender discrimination in all its forms.
- Foster positive attitudes and commitment to an education for equality.

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. Ambleside Primary school is committed to ensuring equal treatment of all its employees, pupils and any others involved in the school community, regardless of gender. We will ensure that neither males nor females are treated less favourably in any procedures, practices or aspects of service delivery.

This school will not tolerate harassment of people based on their gender or transgender status. We will actively promote gender equality and oppose gender discrimination in all its forms and foster positive attitudes 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
- taking active measures to investigate report and act on incidents of gender discrimination
- collecting and analysing school data and other gender equality relevant information
- 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 and attendance following LEA guidelines
- staff recruitment and professional development promoting gender equality

However, we understand that in a few circumstances it may be appropriate to treat girls and boys, 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

All members of staff employed within Ambleside Primary school have the responsibility to promote gender equality and to report any incidences 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 and harassment procedures, and the disciplinary procedures for staff.

Where issues based on sex and gender come to the attention of the school, these will be dealt with according to our Child Safeguarding Policy and Complaints Procedure Policy, which outlines the procedures to follow.

Progress, attainment and assessment

Assessment analysis takes place half termly. Any findings related to the underachievement of any gender group is highlighted and they are targeted appropriately.

Behaviour, discipline and exclusions

Our procedures for disciplining pupils and managing behaviour are fair and applied equally to all pupils irrespective of gender. All procedures for excluding and reintegrating pupils are free from gender discrimination. We aim to develop positive attitudes in children, challenge stereotypes and promote positive role models.

Personal development and pastoral care for our pupils

Through our PSHE curriculum and through the work of P2B, our pupils are comprehensively supported and guided. We actively encourage boys and girls to respect each other as equals and to challenge sexist behaviours and language.

All 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 occurs. Our School Council gives all children a voice, regardless of their gender; a gender balance in the composition of the Council is always aimed for.

Admissions and attendance

We follow 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 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 provided by the L.E.A. Steps are taken to identify, support and provide opportunities for the professional development of staff and governors from all groups.

Out of hours learning

Out of hours learning is open and free to both genders, unless the activity is agreed by all parties to be appropriate or available to only one gender (e.g. sports teams). We encourage all children to participate in a wide range of sports and after school activities, regardless of gender.

Partnership with parents and communities

All parents are encouraged to be part of the life of the school and can join the governing body or become a helper in school. All opportunities to provide positive role models for the children are taken, especially if they challenge stereotyping of male and female behaviour. Visiting speakers who are able to challenge gender stereotyping are welcomed into school and a balance of male and female visitors is aimed for. A programme of off site visits by children avoids gender bias and broadens the interests of both girls and boys.

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 behaviour 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 newsletters.

The Head teacher and Line Managers

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.

- 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 and Phase Managers

Will be responsible for reviewing and monitoring curriculum policies and Schemes of Work to ensure that gender equality is promoted and bias addressed immediately.

Reviewing the Gender Awareness / Equality Policy

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 Improvement Plan. Subject leaders should refer to this policy when reviewing and updating their curriculum schemes of work. This policy will be reviewed within the schools policy cycle.

Related Policies:

- Anti-bullying
- Complaints
- Disability and Accessibility
- Inclusion / SEN
- Learning & Teaching
- PSHE/SRE/Citizenship
- Race Equality
- Safeguarding Children
- SRE

Racial Equality & Equal Opportunities Statement

All staff have equal access and inclusive rights to their work regardless of their gender, sexual orientation, race, disability or ability. Ambleside Primary School is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment and to achieve their full potential.

Review

This policy will be reviewed in the Summer Term 2013.

