

# **Halsall St Cuthbert's C.E. Primary School**



## **Gender Equality Scheme**

## **Mission Statement**

We aim to provide a Christian setting in which all our children can grow in an atmosphere of love and understanding.

We strive to;

- Promote a feeling of being part of God's family.
- Develop relationships between staff and children so that all are valued and given respect.
- Develop and strengthen our links with the parish and its community.
- Provide good Christian role models for the children.
- Encourage children to care for each other, their families, the community, the environment and God's living world.
- Through daily worship, praise, the teaching of R.E. and links with the church, provide a firm grounding in the Christian faith whilst respecting the integrity of other traditions.
- Strengthen in each of our children, the Christian virtues of love, integrity, tolerance, compassion and kindness.

Halsall St. Cuthbert's Church of England Primary School is committed to providing an education and environment, which offer gender equality in opportunities and freedom from discrimination on grounds of gender or sexual orientation. This applies to everyone involved with the School – pupils, parents, staff, governors, volunteers, and the wider community. It covers teaching and learning and other activities within and outside the curriculum, the employment and pay of staff, and relationships with volunteers, governors, parents and the community.

We try to demonstrate it in the actions we take, the way we think and speak and behave, and the examples we set.

## **Legal Requirements/Role of Governing Body**

By law, schools have a general duty to promote equality of opportunity between men and women, and to eliminate unlawful sex discrimination and harassment.

They also have specific duties to:

- prepare and publish a gender equality scheme, setting out its objectives (including addressing the causes of any identified gender pay gap) and how the duties will be fulfilled.
- consult stakeholders on the gender equality objectives
- gather and use information for impact assessments of how the school's current and proposed policies and practices affect gender equality in its workforce and delivery services

- implement the actions set out in the scheme within three years, reporting against the scheme every year and reviewing it at least every three years.

This document sets out Halsall St Cuthbert's Gender Equality Policy and Scheme. It sits within our overall Statement on Equal Opportunities Policies, alongside our other specific policies in that area. These include our

- Race Equality Policy
- Disability Equality Policy
- Accessibility Policy

Other policies are also relevant – for example, special educational needs, anti-bullying, safer recruitment and selection, assessment.

## **Aims**

At Halsall St Cuthbert's we aim;

- to provide each pupil with equal access to an education which will enable him or her to utilise his or her talents to the full, regardless of gender, and which achieves the five outcomes in "Every Child Matters"
- to promote gender equality among adults involved within the School, and eliminate any unlawful sex discrimination and harassment, in the employment and pay of staff, the management of volunteers, the work of governors, and relationships with parents and the community
- to ensure that good gender equality practice permeates all aspects of School life, applies to all children and adults, and offers good role models
- to raise awareness among children and adults of gender equality issues occurring inside or outside the School environment
- to foster understanding and respect between the sexes
- to monitor the achievement of our aims and objectives, and respond promptly and effectively to any concerns about their achievement.

To meet these aims, we will

- ensure equal opportunities for participation and achievement in all aspects of School life, challenging any gender stereotypes
- monitor pupil participation and achievement by gender, within the curriculum and in extra-curricular activities, including physical activities and creative and performing arts, and take steps to address any inequalities
- monitor any harassment or bullying of pupils by gender, and take steps to address any inequalities

- ensure that gender issues are considered when selecting teaching and learning topics, acquiring resources, or making changes in the School's organisation or environment
- establish and monitor gender equality requirements in our policies on staff recruitment, pay and other conditions, personal development and training, promotion, responsibilities, flexible working, grievance and disciplinary procedures, bullying and harassment; and take steps to address any inequalities
- ensure that gender equality issues in the work of the governing body, and in the roles and management of volunteers, are reported to the Governors' Policies Committee
- ensure that gender equality issues are considered, and acted upon, in our accessibility to and relationships with parents and the wider community.

## **Action Programme**

A preliminary assessment will be undertaken by the curriculum and staffing committees regarding gender equality in relation to pupil performance, the wider curriculum and recruitment and retention.

The governing body will oversee a systematic rolling programme of equality impact assessments, and proposed actions to tackle any identified inequalities. School policies and procedures will also be subject to equality impact assessments, either as part of their regular annual review, or whenever changes or new policies and procedures are proposed.

The regular overall statistical assessment of pupil performance and progress will examine any gender differences and identify appropriate action needed. This will be incorporated in the School Improvement Plan. Other gender equality issues and actions will also be reflected in the School Improvement Plan as it is regularly reviewed and rolled forward.

The governing body will check and report on this overall Gender Equality Policy and Scheme annually.

## **Consultation**

We will consult on this Gender Equality Policy and Scheme with;

- pupils, in ways appropriate to their age and experience
- staff , through existing staff consultation arrangements
- parents and volunteers via the newsletter, parental survey and other regular events
- the wider community, through representative governors

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**Review Date** January 2021

**Senior Member of Staff Responsible** Doug Scholes

**Designated Member of Staff** Kate Hampson

**Governor Responsible**

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