



## Gender Equality Policy

### Vision

Twineham C.E 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.

### The Law

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 quality 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 Twineham's Gender Equality Policy and Scheme. It sits within our overall Statement on Equal Opportunities 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 , assessment.

### Aims

At Twineham C.E.School, 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 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 monitored and addressed.
- Ensure that gender equality issues are considered, and acted upon, in our accessibility to the relationships with parents and the wider community.

### **Action programme**

A preliminary assessment suggests that there is no evidence of any significant gender inequalities in these areas at Twineham CE School, although there are gender differences in some aspects of pupil performance which are already being addressed, although this is considered more to be the result of having small cohorts of children.

The governing body will oversee a systematic rolling programme of gender impact assessments, and proposed actions to tackle any identified inequalities, over the next three school years in the following policy areas as part of their regular annual review, or whenever changes or new policies and procedures are proposed:

2007/08 Curriculum, Uniform, Admissions, Personnel, Pay, Teaching and Learning, Child Protection, Equal Opportunities, Homework and Inclusion.

2008/09 Behaviour, and Discipline, Anti bullying, Art, English, Science, Attendance, Able Pupils, Accessibility, Record keeping, Disability and Equality, First Aid, Racial Equality, SMSC and Library Monitoring

2009/10 national healthy school status, any other "Every Child matters" outcomes not covered earlier.

2011 Geography, History, ICT, MFL, Music, RE.

- To ensure that good gender equality practice permeates all aspects of School life, applies to all children and adults, and offers good role models.
- Ensure governors, staff, pupils and other in our school are accountable and understand their responsibilities.
- 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.

### **Objectives**

#### **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.

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 Development Plan.

Other gender equality issues and actions will also be reflected in the School Development Plan as it is regularly reviewed and rolled forward.

### **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

### **Adoption and Review**

Following the consultations the governing body will formally adopt the Gender Equality Policy and Scheme with any amendments it thinks fit.

### **Safeguarding Statement**

The safeguarding of children is paramount at Twineham. Specific policies relating to this area are kept in a file in the School Office as well as in the general policies files. All staff are required to read these policies and commit to the high regard safeguarding has at the school and fulfil all safeguarding duties. To this end all visitors supporting the school curriculum will be CRB checked or never left alone with the children and will be supervised by a member of staff (who will be CRB checked as a matter of course). Children are to be reminded about safety and keeping themselves safe and opportunities provided in the curriculum to reinforce this will be taken.

### **Equal Opportunities Statement**

Twineham is committed to providing equality of opportunity and there is a separate Equalities Policy which should be read alongside this policy. Reasonable adjustments to the curriculum will be made to maximise opportunities for all children to access learning and the curriculum. In school every opportunity will be taken to explore equality and the impact of discrimination

### **Responsibilities**

**The Gender Equality Policy and Scheme is the responsibility of:**

- Staff member: Headteacher – Vanessa Baber
- Governor: Current Chair of Governors

