



## Gender Equality Policy

At Sitwell Junior School we are committed to equal opportunities in learning and employment for all members of our school community and those receiving services from the school. We promote inclusion and equality and strive to challenge discrimination in all forms. Our commitment to challenge discrimination and promote equality for all is demonstrated through our:

- Ethos
- Aims
- Equal Opportunity Policy
- Race Equality Policy
- Social Inclusion statement
- EAL policy
- Disability Equality Scheme
- Access Plans

The range of activities detailed in our Gender Equality Scheme clearly demonstrates our commitment and determination to promote gender equality.

This Scheme will be regularly monitored, reviewed and developed in line with our core values, user feedback, best practice and legislation. We are confident that during the next three years, by progressing the actions in our Scheme, we will make accelerated progress in further promoting gender equality within our school community.

Under our gender equality duty all schools we must take action to

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women.

We take positive steps to address gender inequality but we understand that there are many barriers that prevent children and staff from achieving and making the most of the opportunities we make available.

Factors such as ethnicity and social class also impact on the achievement of boys and girls. This scheme supports our work tackling these many factors that affect pupil attainment.

To promote gender equality it is vital that the differences between male and female experiences, attitudes and achievements in schools are understood so that our policies and practices can begin to break down these barriers where they might exist.

This scheme sets out the work we will take to promote the gender equality duty over the next 3 years that will:

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women
- result in improved outcomes for girls, boys, male and female staff and parents/carers in all aspects of school life, in the wider community and in employment.

Key gender issues for all those working with children and young people

We:

- Take a key role in shaping the values and attitudes of children and young people and take a lead in challenging gender based harassment, bullying and violence and stereotyping
- Take action to challenge gender stereotyping in subject choice and careers advice as a key part of our whole school curriculum
- Include the gender equality duty in the way we plan for school improvement
- Build on our positive work around the Healthy Schools initiative
- Investigate and address complaints of any forms of bullying and/or harassment
- Monitoring, review and evaluation
- Evaluation and review of this scheme will be carried out in line with our school improvement plan.
- The work identified in this scheme will be included in our school improvement plan.
- Monitoring and review of the scheme will be done as part of our self-evaluation as progress towards meeting this duty is a key part of school performance.

This scheme will monitor by gender in a range of areas including:

- pupil achievement
- exclusions
- recruitment, retention and career development of disabled staff
- participation

### **Reporting on progress**

This scheme will be reviewed annually and the main findings will be reported to parents in the school profile and to the full governing body.