

# Mercia Primary Academy Trust

## Gender Equality Policy

Date agreed January 2014

We are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving from the school, irrespective of gender.

Under the gender equality duty of care, our school takes action to

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

Although we take positive steps to address gender inequality, we understand that there are barriers that prevent pupils and staff from achieving and making the most of the opportunities we make available.

To promote gender equality, it is vital that the differences between boys' and girls', male and female experiences, attitudes and achievements in schools are understood so that our policies and practices break down these barriers.

However, we are aware of how factors such as ethnicity and social class also impact on the achievement of boys and girls. This scheme supports our work as set out in our Inclusion Policy, Disability Equality Scheme and Race Equality Policy to tackle the many factors that affect pupil attainment.

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

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

**Gender Issues**

## **Adults**

- Being pro-active in recruiting men to both teaching and support staff roles. (In School time and extended provision).
- Providing sufficient opportunities for both working mothers and fathers to have access to teaching staff with regard to their child's educational development.

This means that we will build on our existing practice by:

- continuing to 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.
- taking action to challenge gender stereotyping as a key part of our whole school curriculum
- including the gender equality duty in the way we plan for school improvement
- investigating and addressing any complaints of sexual and sexist bullying, harassment and violence from staff
- reviewing recruitment procedures
- reviewing times teaching staff are available to parents.

## **Our objectives**

- identify the key gender equality issues in our school
- publicise actively our procedures to eliminate harassment and discrimination on the grounds of gender in education and employment.
- ensured that incidents of sexist bullying and harassment are reported and addressed

We will do this by:

- gathering relevant information and using it to inform gender equality actions
- analysing pupil attainment data by gender
- assess the impact of our policies that have a high relevance in prompting gender equality on our pupils, staff and governors

We will do this by:

- gathering and using information on how our policies and practices affect gender equality in the work force and delivery of services
- working to support developments in recruitment and retention of men in primary schools and early years settings.
- Ensuring that all stakeholders are supporting us in meeting the gender equality duty.

We will do this by:

- Amending existing equal opportunities/diversity conditions to comply with gender equality duty.

**Monitoring, review and evaluation**

The Trust will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the schools.

Signed : .....

Director, Mercia Primary Academy Trust

Review every three years

Date : Oct 2020

*A signed copy of this document is available from the school office.*

This information can be made available in a range of formats and languages, including Braille and large print. If this would be useful to you or someone you know, please contact your Directorate HR Unit.

Version Control

<b>Version</b>	<b>Date Approved</b>	<b>Changes</b>	<b>Reasons for Alterations &amp; signature</b>
	02.12.2015	None	
	July 2018	None	
	Oct 2020	None	
	Nov 2020	Added gender neutral Removed pupils gender issues Removed one objective (writing) Removed 2 ways we will do this.	Up to date Not needed Not relevant Not relevant M Booth
	March 2021	Added a range of different formats	Accessibility