



# The Linden Centre

## Gender Equality Policy

Signed by:		
	Headteacher	Date:
	Chair of Management Committee	Date

Last Updated	04 <sup>th</sup> January 2021
Review Due:	04 <sup>th</sup> January 2024

## **Gender Equality Policy**

### **THE DEVELOPMENT OF THIS POLICY**

- School Community
- Management Committee

### **OUR COMMITMENT TO GENDER EQUALITY**

This gender equality policy enables our school to meet our statutory obligations. 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. 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. However, we understand that in some circumstances it may be appropriate to treat girls and boys, and women and men 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.
- Collect and analyse school data and other gender equality relevant information.
- Consult all staff, pupils, parents and relevant local communities.
- 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 to follow LA guidelines.
- Staff recruitment and professional development promote gender equality.
- Additional targeted support for pupils (boys/girls) at risk of underachievement.

## **TAKING ACTIVE MEASURES TO INVESTIGATE, REPORT AND ACT ON INCIDENTS OF GENDER DISCRIMINATION**

All members of staff (including non-teaching and office staff) 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 Protection procedures and our Whistle Blowing Policy will outline the procedures to follow.

## **PROGRESS, ACHIEVEMENT AND ASSESSMENT**

The school assessment coordinator undertakes assessment analysis on a termly basis. Any findings related to the underachievement of any gender group is highlighted and they are targeted appropriately.

## **BEHAVIOR, DISCIPLINE AND EXCLUSIONS**

Our procedures for disciplining pupils and managing behavior are fair and applied equally to all pupils irrespective of gender. All procedures for excluding and reintegrating pupils are free from gender discrimination.

## **PERSONAL DEVELOPMENT AND PASTORAL CARE FOR OUR PUPILS**

Through our PSHE/SEA curriculum, and through the work of our Parent Support Advisor and Educational Welfare Officer, our pupils are comprehensively supported and guided.

## **ALL ASPECTS OF TEACHING AND LEARNING AND THE WIDER CURRICULUM**

Curriculum planning takes account of our commitment to gender equality. The criteria used for grouping are fair for all pupils. We endeavor 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.

## **ADMISSIONS AND ATTENDANCE**

We follow LA 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 LA.

Steps are taken to identify, support and provide opportunities for the professional development of staff and members of the management committee from all groups.

## **OUT OF HOURS LEARNING (INCLUDING EXTENDED PROVISION)**

Out of hours learning will be open and free or charged for to both genders.

## **PARTNERSHIP WITH PARENTS AND COMMUNITIES**

All parents are encouraged to be part of the life of the school and can join The Management Committee and 'Friends of The Linden Centre' (Parents' Association)

who meet on a termly basis. The value for success for **all** is positively promoted to, avoid any cultural stereotyping.

## **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.

**HEAD TEACHER AND SENIOR MANAGEMENT TEAM** 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 TLRs** will be responsible for reviewing and monitoring curriculum policies and Schemes of Work to ensure that gender equality is promoted.

## **REVIEWING THE GENDER EQUALITY POLICY**

The following criteria will be the basis of our review procedures:

- Promote equality of opportunity.
- Eliminate unlawful discrimination.
- Promote good relations between gender groups.

Review of the gender equality policy will take place every three years or earlier if required. It may also link to other action plans the school is obliged to produce, such as the School Development Plan. Subject leaders should refer to this policy when reviewing and updating their curriculum schemes of work. The head teacher and senior management team will be responsible for updating and reviewing this policy and producing an action plan if necessary.

#### **RELATED POLICIES:**

- Anti-bullying Policy
- Equal Opportunities
- PSHE/SRE/Citizenship
- Inclusion/SEN
- Whistle Blowing Policy
- Community Cohesion Policy
- Race Equality
- Disability and Accessibility Scheme and Plan
- Equalities and Diversity (LAC)