

Gender Equality Scheme

Brookhurst Primary School

2009-2010

Introduction

This Scheme sets out a framework for action in relation to gender equality. Under the Gender Equality Duty schools have a "general duty" to:

- Eliminate unlawful discrimination and harassment
- Promote equality between men and women, girls and boys.

In order to achieve these aims schools have "specific duties" to:

- **Prepare and publish a gender equality scheme**, showing how it intends to fulfil its general and specific duties and setting out its gender equality objectives.
- **Consider the need to include objectives to address the causes of any gender pay gap** in formulating its overall objectives.
- **Gather and use information** on how the school's policies and practices affect gender equality in the workforce and in the delivery of services.
- **Consult stakeholders and take account of relevant information** in order to determine its gender equality objectives.
- **Assess the impact of its current and proposed policies and practices** on gender equality.
- **Implement the actions set out in its scheme** within three years.
- **Report** against the scheme every year and **review** the scheme at least every three years.

The Scheme covers pupils, staff, parents and users of the school.

Aims and Values: Brookhurst Primary School's Gender Equality Scheme

We recognise that schools play a key role in shaping the values and attitudes of children and that we should take a lead in challenging gender stereotypes, as well as gender-based harassment and bullying. Schools also need to be at the forefront of promoting gender equality in terms of outcomes for pupils.

Our core values are built around providing a secure, collaborative and purposeful learning culture, where all pupils and staff are valued, cared for, listened to and challenged to be the best they can be. We are therefore equally ambitious for all our pupils and staff.

We are proud of the rich diversity of our school community and it is this diversity which is at the heart of our Scheme. Our response to the individual needs of all our stakeholders is a vital part of personalising learning for all.

The National Curriculum Inclusion Statement reminds us that all teachers are required to follow three inclusive principles:

- Setting suitable learning challenges, enabling all children to experience success and achieve as high a standard as possible through appropriate differentiation.
- Responding to pupils' diverse learning needs by:
 - creating effective learning environments;
 - securing their motivation and concentration;
 - providing equality of opportunity through teaching approaches;
 - using appropriate assessment approaches;
 - setting targets for learning.
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils.

These principles underpin our Gender Equality Scheme and inform our objectives.

Leadership, Management and Governance

Legal responsibility for the implementation of the Gender Equality Duty rests with the Governing Body with leadership from the Head and senior staff.

This Scheme was formulated by a working party consisting of the Headteacher, Governor and Parents.

The Scheme will be reviewed annually by the same working party and a report updating the Governing Body will be presented during each Spring Term to inform school improvement and budget planning for the new financial year. .

Equal Pay

Following the Local Authority Equal Pay Review in 2007 and the evaluation of all job roles subject to "Green Book" conditions, including midday supervisors, cooks, cleaners, caretakers, technicians, clerical and admin. staff, a new pay structure is being implemented for these employees.

Links to existing policies

This Scheme should be looked at in conjunction with the following documents (available on request):

- School Self-evaluation Form (sections on Views of Stakeholders, Achievements and Standards, Quality of Provision);
- Single Integrated Development Plan;

- CPD Plan;
- Race Equality Scheme;
- SEN Self-evaluation Form;
- Healthy Schools Programme;
- Progress towards Extended Services' core offer compliance;
- Sex and Relationships Education Policy;
- Anti-bullying Policy;
- PSHE Policy.

These policies and documents will be reviewed over the next three years by the Governors and Leadership Team, to consider any gender issues and their impact on pupils, staff and parents.

Teaching and Learning

The school is committed to incorporating "Quality First Teaching" principles into all lesson planning.

Using RAISEonline, school monitoring systems and lesson observations by the SLT, we track and analyse the achievement of all our pupils.

Monitoring and Evaluation

The Gender Policy will be monitored by the working group using the following methods:

- Lesson observations and feedback by teachers;
- Sampling of lesson planning;
- Sampling pupil work;
- Monitoring of incidents involving both pupils and staff relating to gender issues (eg. sexual harassment, sexist, homophobic and transgender bullying);
- Pupil performance and participation data, including attainment, attendance, exclusion, participation in extended services and extra-curricular activities etc;
- Staff perceptions of gender issues related to career progression, access to training and maternity/paternity leave etc.

Getting hold of the Scheme

The Scheme will be communicated to all relevant partners in a variety of ways:

- School website
- A reference in the Staff Handbook