



Morton Church of England Primary School
Gender Equality Policy

Policy

We recognise the importance of a positive and pro-active approach to the issues surrounding gender equality for children and staff in our school. Under the Equality Act 2006, we recognise our statutory responsibility to ensure that people are treated fairly and equally (i.e. are not subject to discrimination). With this Act a Gender Equality Duty is established for the public sector. The new legal Duty places a requirement on schools, as public bodies, to be proactive and to promote gender equality within their organization, removing barriers to equal opportunities.

The purpose of this policy is to give a clear picture of how we manage gender equality at Morton Church of England Primary School. It has been put together after discussion with staff and children, and reflects the values and principles that we consider to be important for the school as well as reflecting current legislative requirements. This policy should not be seen as something static, but is responsive to changes within the school.

Aims

At Morton Church of England Primary School we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school, irrespective of gender. The achievement of all pupils and students will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our pupils with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation. At Morton Church of England Primary School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Gender Equality Provision

At Morton Church of England Primary School, **staff and governors** monitor gender equality in the following way:

- Information is collected on gender with regards to both pupils and staff and is used to improve the provision of services.

- Pupil achievement is monitored by gender using RaiseOnline and school based tracking to identify trends and patterns in data that may require additional action.
- Pupils of both sexes are encouraged to participate in school life. For example, each class has a member of each gender on the schools council
- Pupils of both sexes are given the same opportunities to participate in physical activity, both in and outside of school hours
- Bullying and harassment of pupils is monitored and gender issues addressed
- Stereotypes in terms of gender are actively challenged in both the classroom environment and in the playground. For example, male role models are regularly invited into school to share their joy of reading.
- The school environment is accessible and welcoming to visitors of both sexes.
- Parents of both sexes are encouraged to participate in their child's education.
- Governing bodies are representative of pupils, staff and the local community that they serve and is well-balanced in terms of gender.
- The school monitors all its policies to ensure that there is no adverse impact on children or staff

As an **Employer**, Morton Church of England Primary School endeavours to ensure that discrimination and harassment in employment practice is eliminated and actively promotes gender equality within the workforce. To this end:

- Gender aspects are considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination
- Gender equality is a consideration in:
 - Recruitment
 - Managing flexible working
 - Managing parental and carer's leave
 - Managing pregnancy and return from maternity leave
 - Sexual and sexist harassment
 - Transsexual staff
 - Grievance and disciplinary procedures
 - Equal pay
 - Work based training opportunities
 - Morton Church of England Primary School operates an Equal Pay Policy

Making thing happen

In order to ensure that action is taken to meet the Gender Equality Duty, Morton Church of England Primary School will address gender issues within its School Strategic Development Plan and within the Curriculum Coordinator Action Plans drawn up annually. Recruitment, promotion and training of staff will show no gender bias either directly or indirectly.

Monitoring and Reporting

The Senior Leadership Team will monitor the impact of the actions taken to ensure that progress is being made towards meeting the Gender Equality Duty. The implementation of the policy will be monitored by the SLT and progress reported to the Governing Body.