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Gender Equality Scheme

Reviewed March 2015

Woodland Grange Primary School

Gender Equality Scheme

At Woodland Grange 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 all schools need to take action to

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

Although at Woodland Grange we take positive steps to address gender inequality, we understand that there may be 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.

We will continue to promote the gender equality duty that will:

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

Gender Issues at Woodland Grange

Pupils

Under the Every Child Matters agenda, the issues for pupils are:

Be Healthy

Address differing attitudes to sport and exercise by boys and girls.

Stay safe

Analyse incidents of bullying and the ways boys and girls bully or are bullied.
Address outcome.

Enjoy and Achieve

Track gender attainment and develop strategies to address any significant disparity as a result of end of year assessments and analyses of results..

Make a positive contribution

Ensure both sexes actively participate in school and community life. Monitor take up for clubs and activities and address disparity.

Achieve economic well being

By developing each child's full potential regardless of gender, we would expect every child to attain and achieve in future life.

Adults

Providing sufficient opportunities for both working mothers and fathers to have access to teaching staff with regard to their child's educational development.

For us at Woodland Grange 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
- ensuring that teaching staff are available to parents.

Our objectives

At Woodland Grange we:

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

We use:

- our staff and curriculum to encourage boys' writing
- analyse pupil attainment data by gender

We also:

- gather and use information on how our policies and practices affect gender equality in the work force and delivery of services, and support developments in recruitment and retention of men in primary schools and early years settings.

We will:

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

We will continue to monitor by gender in a range of areas including:

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