

# **Saint John Fisher Catholic Primary School**



## **Gender Equality Policy**

**“To live, love and learn and learn in our caring community.”**

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### **Gender Equality Policy**

#### **Introduction**

##### **School Ethos, Vision & Values**

**St John Fisher Catholic Primary School is committed to ensuring equal treatment of all its employees, pupils and anyone involved in the school community, regardless of gender. We will ensure that neither males nor females are treated less favourably in any procedures, practices or aspects of service delivery. This school will not tolerate harassment of anyone based on their gender.**

##### **Diversity Policy.**

##### **What do we understand by “gender”?**

Sex and gender are terms often used interchangeably. Sex more properly refers to biological differences of male and female; gender refers to society’s construction of a system that identifies what is masculine and feminine. Individuals incorporate this system to develop their gender identities.

##### **School’s Strategic Priorities**

We shall continue to encourage parents and members of the community into school regardless of gender. We actively promote equal opportunities in the recruitment process.

##### **The Specific Duty**

We will:

- Consult teaching and non-teaching staff, pupils, parents and local community groups to help determine our gender equality objectives
- Gather and use information on how our school policies and practices affect gender equality – both in our workforce and in our education functions (considering the need to include objectives to address the cause of any gender pay gap)
- Produce a Gender Equality Scheme identifying our gender equality goals and actions to meet them, in consultation with our stakeholders
- Set a timetable for and implement as soon as reasonably possible (usually within three years) the actions we have identified

- Assess the impact of our current and proposed policies and practices on gender equality and publish the impact assessments on the school website/school newsletter
- Monitor and review our progress, reporting on our progress annually
- Review and revise this Scheme every three years

### **How we will meet the General Duty & Specific Duty**

The production of this Gender Equality Scheme provides us with a framework for integrating gender equality into all aspects of school life and demonstrates how we are seeking to meet the specific duty i.e. to produce a Gender Equality Scheme for our school.

Our key actions are as follows:-

- Encouraging boys to join the school council
- Encouraging boys to become librarians
- Continue to provide positive role models for both gender groups from the world of work
- Continue to show school displays with positive images relating to gender
- Continue to encourage girls and boys to participate in all sporting activities, e.g., girls playing in the school football team and boys taking part in movement to music sessions and the netball team.
- Encourage and involve fathers with their child's education in and out of school.

### **The Governing Body**

Governing body proceedings are accessible to both men and women and timings of meetings are agreed to fit in with work/life demands. Neither gender group is under represented in the governing body at St John Fisher Catholic Primary School

### **Removing Barriers**

Both male and female parents/carers are invited to parents' evenings. We encourage fathers to come into school to experience the school learning environment and to help out in school. Our work placement scheme ensures that both boys and girls are given access to placements at St John Fisher Catholic Primary School.

### **Gender in the Curriculum, including teaching and learning**

#### **Eliminating Harassment and Bullying**

See Equal Opportunities Policy

#### **Employment Matters**

The school believes in promoting equality in all aspects of recruitment, employment and learning. We have supported the Local Authority to implement a single pay agreement (single status) and job evaluation to promote consistency across all schools and within the school and to ensure we achieve equal pay for all. The School adopts the Local Authority employment policies to ensure that all employees are treated fairly and we respect the needs of employees at different times of their lives.

## **Reviewing/Monitoring**

The school monitors information relating to:

- all groups of pupils
- attainment, achievements and progress
- incidents relating to pupils in school
- all activities that relate to staff recruitment and selection, and to career development and opportunities for promotion
- all engagements with the school by members of the community
- pupil participation, exclusions, rewards, sanctions, bullying and sexist behaviour , admissions and attendance etc.
- the content of the curriculum
- Pupils' personal and social development and pastoral care, taking into account the outcomes of the Every Child Matters agenda.
- Staff recruitment, training and promotion
- any other useful data

The Principal reports on the results of this assessment and monitoring on an ongoing basis in the Principal's reports and by presentations to governor sub committees.

This policy, along with any associated codes of practice and procedures, will be subject to regular review to ensure that the school's commitment to promoting and managing equality and diversity.

### **Signed:**

Mrs D Williams

Principal

**Date: September 2017**