

# **Gender Equality Plan**

*“A successful, caring Christian school at the heart of the community.”*

St David CE Primary School aims to provide a warm, caring and happy environment based on Christian values, where each child is respected as an individual with personal, intellectual, physical and emotional needs and talents. Within this environment each child will be given equal value and opportunities and will be positively encouraged to grow in confidence and develop high self esteem so as to respond positively to opportunities, experiences and responsibilities of life in an ever changing world.

- In accordance with our school aims, mission statement and Christian ethos we pledge to respect the equal human rights of all our pupils and to educate them about equality.
- We will also respect the equal rights of our staff and other members of the school community.
- In particular, we will comply with relevant legislation and implement school plans in relation to race equality, disability equality and gender equality.

## **1. Introduction**

This plan sets out how St David Haigh and Aspull CE Primary School will work to promote gender equality.

This plan addresses our specific duties under the Equality Act 2006. It forms part of our general Equality Scheme and also relates to the Wigan Council procedure.

## **2. Impact Assessment**

The following policies/plans have been assessed in regard to the general duty under the Equality Act 2006.

- Performance Management
- Assessment
- Teaching and Learning

The outcomes of this were:

- That all these policies clearly state the school's position on gender, race, ethnicity and ability.

The following policies/ plans are to be assessed over the next year.

Professional Development  
Staffing  
Inclusion  
Behaviour and Pastoral Care  
All Curriculum Subjects

### **3. Action Plan to address the General Duty to promote gender equality**

	<b>Actions</b>	<b>By whom</b>	<b>Start</b>	<b>Finish</b>	<b>Evidence that it is completed</b>
i. Eliminate unlawful sex discrimination	Track children's progress to ensure they are achieving in line with their capabilities. Monitor pupils making sure pupils from each gender have access to all school activities.	Head teacher and an SLT	April 2007	March 2008	Tracking monitors all groups and appropriate action is taken as necessary.
ii. Eliminate harassment related to gender.	To deal with any incident relating to gender discrimination.	Head teacher and Member of staff responsible for race incidents.	April 2007	April 2008	All incidents dealt with according to the discipline policy.
iii. Promote equality of opportunity between men and women.	Regularly monitor the curriculum to ensure these learning opportunities are in place. Plan assemblies to promote and challenge negative stereotyping. Monitor learning resources to ensure they do not reinforce negative stereotyping.	SLT, subject leaders and all staff.	April 2007	April 2008	Appropriate learning opportunities experienced by the children. Assemblies lead. Learning resources all checked and appropriate.
iv. Where necessary to inform and include all governors, staff and parents about the School's Gender Equality Plan.	Inform and include Governors, staff and parents in the Schools Gender Equality Plans through meetings, written information and through assemblies.	Head teacher, SLT, staff, Governors, parents.	April 2007	April 2008	Governors, staff and parents made aware of the school's Gender Equality plan and it's implications on our school.

### **4. Gender monitoring**

We will monitor the gender differences of our pupils by using the RAISEonline resource. This will enable the school to use gender to filter the schools data to view pupil achievement. The Senior Management Team will monitor this on a yearly basis. Any necessary action resulting in this monitoring will be taken.

### **5. How information gathered is used**

Evidence, eg. Lesson plans, observations, subject coordinator reports to be collected by the Headteacher to be kept in the gender Equality folder.

**6. Staff development**

All staff will be made aware of the Gender Equality plan through staff meetings and training and through Professional Development all staff will have equal opportunities of gender.

**7. Annual reporting**

Progress made in relation to the School's Gender Equality Action Plan will be made annually in the Headteachers report to the governors.

**8. The next race equality plan**

The Gender Equality plan will be reviewed and updated in April 2010. This will build upon this plan's actions, the results of monitoring, and other information.

Signed: \_\_\_\_\_ Chair of Governors

Date: