

KIRKDALE, ST. LAWRENCE CHURCH OF ENGLAND SCHOOL
Gender Equality Scheme
(September 2009)



At Kirkdale, St. Lawrence 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 Kirkdale, St. Lawrence we take positive steps to address gender inequality, we understand that there are 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.

This scheme sets out the work we will undertake to promote the gender equality duty over the next 3 years that will:

- eliminate unlawful discrimination and harassment;
- promote equality of opportunity between men and women; and
- 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 Kirkdale, St. Lawrence

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 if they arise and the ways boys and girls bully or are bullied. Address outcome

Enjoy and Achieve

At Kirkdale, St. Lawrence we will track gender attainment and develop strategies to address any significant disparity between boys and girls.

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

- Being pro-active in recruiting men to both teaching and support staff roles.
- 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 Kirkdale, St. Lawrence 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
- reviewing times teaching staff are available to parents.

Our objectives

By the end of Year 1 we will have:

- continued to challenge gender issues in writing
- identified the key gender equality issues in our school
- publicised actively our procedures to eliminate harassment and discrimination on the grounds of gender in education and employment.
- ensured that incidents of sexist bullying and harassment are reported and addressed.

We will do this by:

- using our staff and curriculum to encourage boys' writing
- gathering relevant information and using it to inform gender equality actions
- analysing pupil attainment data by gender
- raising awareness of this scheme and its aims through parents' meetings, our newsletter, staff meetings and curriculum.

By the end of Year 2 we will have

- assessed the impact of our policies that have a high relevance in prompting gender equality on our pupils, staff and governors

We will do this by:

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

By the end of Year 3, we will have:

- assessed the impact of those policies and practices that have not been assessed in Year 2.
- Ensured that all stakeholders are supporting us in meeting the gender equality duty.

We will do this by:

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

Monitoring, review and evaluation

The work identified in this scheme will be included in our school improvement plan.

This scheme will monitor by gender in a range of areas including:

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

Reporting on progress

This scheme will be reviewed annually and the main findings will be reported to parents in the school profile and to the full governing body.