

SALTERSGATE JUNIOR SCHOOL

Gender Equality Scheme

PERSONS RESPONSIBLE FOR POLICY:	MRS M E OXER: HEADTEACHER Mrs A Webber: CHAIR OF GOVERNORS
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Revision Date	Revision Version	Previous Revision Date	Previous Version	Summery of Changes
30/11/2009	First Edition			
04/04/2011	1	30/11/2009	First Edition	Minor changes
12/02/13	2	04/04/11	1	None
Spring 2015	3	12/02/13	2	None
Spring 2018	4	Spring 2015	3	Governor Change

The Gender Equality Scheme will be reviewed at least every three years. It will form part of our School Development Plan from September 2008.

Possible Gender Equality issue	Situation at present	Action/Objective	Timescale	Person(s) involved
Achievement of pupils	All pupils receive support to meet their needs regardless of gender	Continue to use assessment for learning daily and provide additional support/intervention	Ongoing	Teachers and Teaching assistants
Sports	All pupils are given an equal opportunity to participate in sports. We promote inclusion	Continue to offer sports to all pupils	Ongoing	Teachers and Sports coaches
After school clubs	All pupils are given an equal opportunity to participate in after school clubs. We promote inclusion	Continue to offer after school clubs to all pupils. As part of extended schools the children will be offered the facilities at signposted venues	Ongoing	SMT
Staffing	All positions advertised are open to Males and Females. Applications are judged strictly on merits.	To ensure all applications are considered purely on merit	As and when vacancies arise	Governors/HT
Staffing – Pay	All employees are paid in line with Nationally agreed pay scales	To ensure all staff are paid at the correct scale	Ongoing	HT School Business Manager Finance committee
Use of supply teachers	The agency used supply teachers both male and female depending on availability. Any preferred choice is based on relationships with pupils and teaching ability	To ensure appropriate supply cover is obtained to promote continuity and progression in children's learning	Ongoing	HT DHT Bursar
Students including work experience	Placements are encouraged from both male and female students	To ensure all students receive appropriate training and that trainee teachers promote continuity and progression in children's learning	As and when students are in school	HT School Business Manager

Possible Gender Equality issue	Situation at present	Action/Objective	Timescale	Person(s) involved
Outside Agencies	Both male and female support staff are welcome in our school	To ensure all pupils have access to appropriate support	As and when required	HT SENCO Mentor
Governors	Positions are open to male and female.	To ensure the school is well governed and the needs of the school will be paramount	As and when vacancies occur	Annual review of Governing body
School Development Plan	No specific section referring to equality objectives	To ensure when the plan is re-written, reference is made in each section to the Equality objectives	Ongoing	HT DHT SMT Teaching staff
SEF	No specific section referring to equality objectives	To ensure when the SEF is re-written, reference is made in each section to the Equality objectives	Ongoing	HT DHT SMT Teaching staff
Contact with parents	Letters are addressed to both parents. Separated parents receive individual letters where required. Invitations to events are addressed to both parents. Separated parents receive individual letters. Newsletters are given per family to the eldest child	To continue to involve both parents in pupil's education Newsletter available on the website Letters to parents with whom the child is not resident	On-going	School Business Manager Admin Staff HT
Procurement	Services are requested without reference to Gender	To continue to ensure all services are requested based on the needs of the school	Ongoing	All staff