



# Great Coates Primary School

## Gender Equality Policy

### Rationale

Great Coates Primary School recognises that we play a key role in shaping the values and attitudes of our children. Therefore we aim to promote equality and eliminate sexual discrimination and harassment. We recognise our duty under the Equalities Act 2010, which came into force in October 2010, to ensure that we work to eliminate discrimination, advance equality of opportunity and foster good relations. We understand that we must give due regard, proportionality and relevance to the need to eliminate unlawful discrimination and harassment on the grounds of sex and promote equality of opportunity between women and men, including boys and girls. It applies to all members of the school community and, in conjunction with all the school's equality policies and procedures, is central in meeting our school aims.

### Aims and Objectives

- To create a caring, safe and stimulating environment where every child feels valued as an individual regardless of gender.
- To take a lead in challenging gender stereotypes and enabling children to reach their potential.
- To promote equality for all children and staff regardless of their gender
- To develop skills in children that will equip them to meet future challenges
- To develop an awareness of the wider community and environment and an understanding of the issues that others face within the world.
- To provide an excellent working atmosphere for all staff with opportunities for personal and professional development.

### GUIDELINES FOR ACTION

#### Role of the School

The policy clarifies the role that the school has in demonstrating gender equality and fairness in all aspects of its work. This includes:

- policy making;
- the treatment of pupils;
- treating men and women employees equitably through our employment practices such as recruitment, training, promotion and flexible working.

We recognise that men, women, boys and girls are not starting from an equal footing and identical treatment will not always be appropriate to tackle gender inequality. It is important that all have the very best opportunities regardless of gender.

We acknowledge that we also have an obligation to eliminate discrimination and harassment towards staff regardless of their sexual orientation and/or marital status.

### **Responsibility**

Responsibility for promoting and managing equality and diversity within the school rests with the Governing Body. The Headteacher is responsible for day to day management issues. All members of the school community will have responsibility for following policy and promoting Gender Equality. The school will also work in partnership with others, for example, the Local Authority and its HR Department for personnel related issues.

Any intentional infringement of the policy is treated as a serious matter. Action may be taken by the school against any member of staff, using the most appropriate procedures, where there is sufficient evidence to support it. Such action may include the use of conciliation, mediation, competency or disciplinary procedures.

Individuals who believe that they have been unfairly discriminated against under the terms of the Policy may direct a complaint to the Headteacher in line with the school's complaints policy.

The policy will apply to all staff and pupils. Parents, visitors, contractors and any other persons connected to the school are expected to comply with the GE policy.

### **Practice Guidelines**

The following sections detail the steps the school adopts to develop and implement fair policies in relation to staff and pupils. This complies with its commitment to promote and manage equality and diversity.

#### **Employment: Recruitment and Selection**

Good practice is pursued in the area of staff recruitment and selection to ensure equality of opportunity for all applicants. Job vacancies are advertised in line with National Policies. Positive action will be taken where necessary.

In the event of a complaint of discrimination from either internal or external applicants for vacancies, the Governor or Headteacher leading the selection is expected to detail the criteria on which the selection decision was founded and demonstrate that the successful applicant was the one who most closely met the criteria.

#### **Training, Development, Promotion and Career Progression**

It is the policy of the school to provide appropriate training and development for all its employees in line with the school's developmental needs and the performance management of its employees.

The needs of the job, individual ability and performance are the only appropriate criteria considered in an employee's annual Performance Management cycle. In addition, those responsible for undertaking PM interviews ensure that no employee has any reason to believe that unlawful discrimination has been an element in any decision. Similarly those on part-time, temporary and fixed term contracts receive equal consideration, subject to appropriate opportunities arising.

#### **Grievance**

The school ensures that any grievance relating to discrimination is treated seriously and promptly. Staff who believe that they have been discriminated against can pursue the matter by raising a complaint, in accordance with the grievance procedure applicable to their post.

#### **Discipline**

Failure to comply with or conform to the Policy is treated as a serious disciplinary matter.

#### **Dismissal and Redundancies**

School employees who have been delegated responsibility for identifying members of staff for dismissal on the grounds of redundancy do not unlawfully discriminate.

## **Pupils: Selection and Admission of Pupils**

The school's admissions policy does not use gender as a criterion for admission

### **Pupil progress**

The school states in its Aims and Vision Statements a range of opportunities and ambitions for all its pupils and the community. The school will use every opportunity to ensure its practice is not discriminatory and then review that it has not been discriminatory by scrutinising the outcomes that the school achieves (e.g. performance in KS2 SATs) for differences that may be significantly impacting on pupils because of their gender.

### **Discipline and behaviour**

In respect of their conduct, staff and pupils are expected to behave courteously, and not to engage in behaviour that is, or is likely to be, prejudicial to the good order or to the reputation of the school and its rules. All staff are responsible for ensuring that incidents of sexist behaviour are dealt with, recorded and referred to the relevant member of the Leadership Team.

### **Monitoring the Policy**

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