



Daubeney Middle School

**Gender Equality
Scheme**

Mission Statement

At Daubeney Middle school we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school, irrespective of gender. The achievement of all pupils and students will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our pupils with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation. At Daubeney Middle School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Service Provision

The school will:

- Collect and record data on gender with regards to pupils and staff and use it to improve the provision of services
- Monitor pupil achievement by gender to analyse and respond to trends or patterns in the data that may require additional action
- Encourage pupils of both sexes to participate in school life. This will be shown through representation in school in playground buddies, school council, class responsibilities and general responsibilities
- Encourage pupils of both sexes given the same opportunities to participate in physical activity, in and outside of school hours
- Monitor bullying and harassment of pupils and use this information to make a difference
- Challenge stereotypes in terms of gender actively in the classroom environment and in the playground
- Encourage pupils to consider career paths/occupations that are traditionally gender stereotyped
- Ensure that the school environment is accessible and welcoming as possible to visitors of both sexes. Ensure that open evenings and other events, which parents or carers attend held in an accessible part of the school
- Encourage parents of both sexes to participate in their child's education e.g. attending parents' evening, taking up parent/ family learning courses, and other school events.
- Strive to ensure that the governing body is representative of the pupils, staff and local community that we serve.

Employer duties

The Equal Opportunities Commission Code of Practice on the Duty lists key employment issues that are usually the most common ones to be considered, these include:

- Recruitment
- Managing flexible working
- Sexual and sexist harassment
- Transsexual staff

- Grievance and disciplinary procedures
- Equal Pay
- Work based training opportunities
- Managing parental and carers leave
- Managing pregnancy and return from maternity leave

The school will:

- Ensure that we eliminate discrimination and harassment in our employment practice and actively promote gender equality within our workforce
- Consider gender aspects when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination
- Monitor and keep record of bullying and harassment of staff and use this information to make a difference.

THE GENDER EQUALITY DUTY (GED)

Equality Impact Assessment

The school will ensure that current and future policies and practices do not discriminate against either sex, or maintain or lead to gender inequality.

The Monitoring and Evaluation Process

- Monitoring is necessary in order to identify that no adverse impact has taken place as a result of the implementation of a policy
- To meet the Gender Equality Duty, the school will monitor aspects of school life to identify whether there is an adverse impact on children and young people.

The following will be monitored:

- Achievement of pupils by gender
- Staff satisfaction levels by gender
- Distribution of staff pay scales by gender.

Consultation

The school has consulted with pupils, staff, governors, parents/carers in the development of our Gender Equality Scheme.

Implementation

In order to ensure that action is taken to meet the Gender Equality Duty, Daubeney Middle School has drawn up an action plan to make things happen, which outlines how the requirements of the Gender Equality Duty will be met. This action plan has been shaped in consultation with pupils, staff, governors, parents/carers

- The school will monitor the impact of the action taken to ensure that progress is being made towards meeting the Gender Equality Duty, and to ensure that no adverse impact is occurring as a result of the actions

- The monitoring of the actions outlined in the action plan will be monitored in accordance with the specified timescales. If any adverse impacts are identified during the monitoring process, the action plan will need to be revised
- An annual report will be produced which outlines the progress of the Gender Equality Scheme and assesses the implementation of the action plan for effectiveness. This report will be circulated to the Headteachers and Governors, and the findings will be used to improve the Gender Equality Scheme and feed into future practice.

The current Gender Equality Scheme Co-ordinator is: _____

The Governor responsible for the Gender Equality Scheme is currently: _____

This policy was presented to the Governing Body: _____

Signed on behalf of the Governing Body: _____

Date for review: _____
(This policy is to be reviewed every 3 years)