

Highfield Community Primary School

Gender Policy



Academic Year
2021 – 2022

Overview

In this school all will be treated equally and given equal opportunity regardless of gender (where the word 'gender' is used in this policy it refers to male gender, female gender and transgender). Teachers will ensure that all children are fully and equally included in lessons and given equal access to time and resources. Learner's achievements and assessment data will be analysed to see if there are important implications about differences in achievement between different groups and where necessary appropriate action will be taken to ensure that all have equal opportunity to achieve. Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all curriculum areas: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Objectives

1. To ensure that all children are treated equally.
2. To ensure that all children have equal access to the curriculum, teaching, learning and resources.
3. To recognise, celebrate and record learners' achievements, progress and successes to encourage a positive self-image.
4. To ensure that male and female adults in school treat each other equally and without gender bias to provide good role models for both boys and girls.
5. To ensure that the curriculum teaching and learning make learners aware of gender issues and inequalities within our society and in the world community.
6. To encourage learners to raise questions and challenge any unequal treatment wherever it is encountered.
7. To ensure that learners understand the equal importance of different genders, in relationships, families, education and the world of work.
8. To challenge and correct negative stereotypes which denigrate or devalue either gender and to promote positive images of all children.

Strategies

1. To treat all children equally by giving them equal opportunities in teaching learning, the curriculum and extra-curricular activities.
2. To ensure that all children are asked questions, given responsibilities, involved in lessons and activities equally.
3. To give all children equal opportunities to be seen as leaders by providing equal opportunities for all to lead teams, groups activities and be spokes persons when these roles are allocated.
4. To avoid using gender stereotypes and to challenge stereotypes when they are encountered in daily life or within books, stories, role play or any other situation.
5. Where necessary INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials and activities to address gender inequalities.
6. To use teaching, learning, the curriculum, visitors and visits to present all children with positive role models of different genders.
7. To present learners with positive images and examples of different genders in citizenship, personal and social education, history, education for economic awareness and other aspects of the curriculum.
8. The positive achievements of pupils will be celebrated and recognized equally and without gender bias.
9. All children, will be given equal access to ICT, design technology, games and sport, tools, equipment and the playing areas of the school.

Outcomes

Everyone will recognise that all children are different, but equal in every way in our school community. All will treat others well and respect them. Boys and girls will be encouraged to develop positive images of themselves and others. All will be fully included in every aspect of the school's life and work and any gender bias encountered will be challenged and eliminated.

Learning, Teaching and Assessment

Highfield School will fulfill its commitment to gender equality by:

Monitoring progress and achievement by gender in order to identify and respond to trends;
Set targets for all pupils of equally high expectations;
Ensuring equal access to all areas of the school curriculum;
Monitoring attendance by gender and vulnerable groups and using the data to develop strategies to tackle low attendance

Staff Training and Advocacy

Carole Hynes, Learning Mentor has attended training 'Promoting Diversity and Challenging Homophobia in Primary Schools' and is the advocate for the school's policy and procedures.

Staff Recruitment and Career Development

Highfield School will fulfil its commitment to gender equality by:

- Ensuring that all staff and governors responsible for appointing staff and reviewing staff performance and pay do not discriminate against any person;
- Adhere to all requirements to eliminate unlawful pay discrimination
- Ensure that all opportunities for professional development, career progression and promotion are free from discrimination.