



St Andrew's CE VC Primary School Gender Equality Policy

Aims of the policy

At St Andrew's Primary 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.

Under the gender equality duty, all schools now need to take action to

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women.

Although St Andrew's is a very small School we endeavour to take positive steps to address gender inequality. We understand that barriers exist that may 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 can begin to 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 policy supports our work in our Equalities Scheme.

This scheme sets out our priorities to promote the gender equality duty 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.

Monitoring, review and evaluation

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

Monitoring and review of the scheme will be done as part of our self-evaluation as progress towards meeting this duty is a key part of school performance.

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

- pupil achievement
- exclusions
- participation

Reporting on progress

This scheme will be published, reviewed annually and the main findings will be reported to the full governing body.

This policy should be read in conjunction with our Equal Opportunities Policy, Racial Equality and Disability Discrimination Policy

Signed

Chair of governors

Date

February 2015

Equality Impact Assessment (EqIA)

This policy has been assessed with regard to its impact on equalities issues. The equality impact assessment has been conducted by the relevant Governors' sub-committee and focused on race, gender, disability, age, sexual orientation, gender identity and religion/belief. Community Cohesion has also formed part of the impact assessment work in order to ensure respect for diversity, alongside a commitment to common and shared bonds.

EqIA outcomes

The assessment found no areas of potential negative impact and actions resulting in positive impact are in place.