



Netherfield Infant School and Nursery



Gender Equality Policy (Review Summer 2011)

The General Duty

The aim of this policy is to ensure that Netherfield Infant School promotes equality of opportunity between men and women and boys and girls.

It is our duty to give due regard to the need:

- To eliminate unlawful discrimination and harassment
- To 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.

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 understand that in some circumstances identical treatment will not always be appropriate to tackle gender inequality. It is important that all individuals have the very best opportunities regardless of gender.

The Specific Duties

In order to meet the general duty we will work to meet the specific duties. To do this, and guided by the Code of Practice prepared by the Equal Opportunities Commission, we have prepared, are implementing and will maintain, a Gender Equality Action Plan which will contain our current objectives. This is attached and forms an essential part of this policy.

We are working to identify any major equality issues in our school's functions and services. In order to do this we:

- Collect and analyse school data and other gender equality information, including relevant data about our local area.

- Consult staff, pupils, parents and relevant local communities
- Review school policies and practices to assess the ways in which they might impact on gender equality
- Ensure governors, staff, pupils, parents and others in our school are accountable and understand their responsibilities with regard to preventing discrimination and harassment and promoting gender equality
- Assess and address the causes of any gender pay gap
- Publish and implement the Action Plan with our proposed objectives and actions

We will:

- Set out the results of reviews, consultations and impact assessments
- Report on progress annually and set further objectives where necessary
- Review and revise the Policy and Action Plan at least every three years

Responsibilities

Responsibility for promoting and managing equality and diversity within the school rests with the Governing Body.

The Head Teacher is responsible for the 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 Human Resources Department for personnel related issues.

All staff have a responsibility to deal with incidents of sexual harassment or bullying; help eliminate unlawful discrimination; prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, school journeys and extended school activities (including work with parents) that take account of the need to eliminate unlawful discrimination and harassment and promote gender equality.

Pupils and parents have a proportionate responsibility to understand and act in accordance with the policy, as do **visitors** to the school.

These and other responsibilities are outlined in detail in our **Gender Equality Action Plan** which is attached to and forms part of this policy.

Infringements of the Gender Equality Policy

Any intentional infringement of the policy is treated as a serious matter. Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious infringements will be dealt with in accordance with our anti-bullying and behaviour procedures, and the disciplinary procedures for staff.

Unintentional infringement of the policy will also be dealt with in an appropriate manner, and steps taken to re-educate those involved to prevent future infringements.

Where safeguarding issues based on sex and gender come to the attention of the school these will be dealt with according to our child protection procedures.

Monitoring the Policy

The school monitors information relating to:

- Admissions, attendance and exclusions,
- Rewards, sanctions, behaviour, bullying, sexist behaviour
- The content of the curriculum
- Teaching and learning methods
- Attainment, achievement and progress
- Pupils' personal and social development and pastoral care
- Staff recruitment and selection, training and promotion

The Head Teacher reports on the results of monitoring on an ongoing basis in the Head Teacher's reports. The policy, along with any associated codes of practice and procedures, will be subject to regular review to ensure that the school's commitment to promoting and managing equality and diversity is actively pursued to meet its Gender Equality Duty.

Gender Equality Action Plan follows & attaches to this policy