

North Primary School & Nursery

Promoting Gender Equality

In accordance with our school's mission statement and our Equalities Policy we welcome the statutory *Public Sector Equality Duty* and will carry out our functions with due regard for the need to:

- *Eliminate unlawful discrimination & harassment on the grounds of sex*
- *Promote equality of opportunity and*
- *Foster good relations across all protected characteristics, including sex and gender reassignment*

We set out and review our practice with regard to promoting gender equality in our equality objectives and annual Action Plan which is within the School Improvement Plan.

At North Primary we understand that in some circumstances it may be appropriate to treat girls and boys, or female & male staff differently, if that action is aimed at overcoming disadvantage and advancing gender equality.

All members of the school community need to develop an appropriate understanding of, and act in accordance with, the objective of promoting gender equality. To this end, the head teacher, the senior management team and the governing body work together to ensure that:-

- Staff recruitment, training opportunities, pay and working conditions reflect and promote gender equality
- The curriculum, teaching & learning, classroom organisation, assessment, behaviour management, school trips & extracurricular activities are free from gender stereotyping and promote gender equality
- Sex and relationships education plays a key role in challenging prejudice, gender stereotyping, discrimination and violence against women and girls
- School policies are assessed for any impact on gender equality

- The devastating and often long-term impact of any domestic violence on staff or pupils is understood and dealt with sensitively, confidentially and sympathetically
- Incidents of sexual or sexist bullying or sexual harassment will not be tolerated and are dealt with promptly and in accordance with the relevant policies
- All staff will have the opportunity to receive relevant training on understanding and advancing gender equality
- All members of the school community are aware of the responsibility to meet the Public Sector Equality Duty and are consulted on relevant issues

Our action plan has led us to make the following changes in our school to promote gender equality;-

- In Foundation Stage and throughout Key Stages 1 and 2 gender stereotypes/prejudices are challenged through a range of initiatives. Specific examples include statements made by pupils such as; *pink is a girls colour, babies are for girls, that's so gay.*
- In Foundation Stage when pupils are able to choose their own activities, boys are specifically encouraged into the writing corner while girls are encouraged to use building blocks & construction toys.
- Jobs are always referred to as non-gender specific; policemen/women, male/female nurses and opportunities are used to challenge gender stereotypes. During the recent school expansion, for example, films were shown of women in the construction industry.
- Boys and girls are equally represented on the school council & in the roles they perform.
- After school clubs are open to all and non-gender specific choices are particularly encouraged. For example boys play netball & girls play tag rugby.
- The characters in school plays are open to both genders; and a recent play, for example, featured boys as angels.

The school governors are responsible for reviewing Gender Equality and do this through the Governor Monitoring Plan annually.