

**GENDER EQUALITY SCHEME
+ ACTION PLAN 2010-2013**

Amended July 2008
Reviewed May 2010

Signed.....
Headteacher

Signed.....
Chair of Governing Body

Date.....

Review Date: May 2013

Introduction to the Gender Equality Duty

In July 2005 the Government produced an Equality Bill with the purpose of ensuring that people are treated fairly and equally. Within this bill a Gender Equality Duty was established for the public sector. The legislation outlines both a General Duty and Specific Duties.

The General Duty

- Eliminate unlawful discrimination and harassment, taking active steps to comply with both the Sex Discrimination Act and the Equal Pay Act.
- Take active steps to promote equality of opportunity between men and women when carrying out their functions and activities.

The Specific Duties

A summary of our specific duties:

- Produce and publish a Gender Equality Scheme (GES)
- Identify Gender Equality goals and actions to meet those goals.
- Consult with stakeholders and take account of relevant information in the development of the GES,
- Monitor and review progress. The scheme will be reviewed and revised every three years.
- Report annually.

We recognise the need to strive to eliminate unlawful discrimination and harassment against transsexual people in employment and vocational training.

We also recognise that it is prohibited to discriminate on the grounds of sexual orientation with regard to employment and the provision of goods, services, facilities, education, use and disposal of premises and the exercise of public functions.

The recent Equality Bill became an Act just before Parliament was dissolved in May 2010. The Equality Act consolidates and builds on legislation covering discrimination and promotion of equal opportunities. As advice is given to schools this policy will be reviewed. Our current policy continues to meet requirements.

Introduction

A Vision, Values and Aims

Our vision is of a school that aspires to be excellent in all respects, that helps all students to achieve as well as they can and that is a valuable community resource.

Principal aim of Grove School is a learning community within the wider community of Market Drayton and surrounding areas. Working with a common purpose and through a climate of continuous improvement and development, we aim to encourage everyone in Grove to benefit from educational opportunities and appreciate the rewards of life long learning.

We aim to ensure equality of education and opportunity. The promotion of social inclusion and equality and the elimination of discrimination are priorities for us. Our commitment is shown by the development of policy, our curriculum delivery and our emphasis on the care and well-being of all involved in the life of the school. Through working in partnership with stakeholders we aim to maximise opportunity for all.

We are committed to treating everyone fairly and equitably. We respect and value diversity.

We aim to continue to improve service delivery and overall performance. We will consult and listen to promote this.

How the Gender Equality Scheme is linked to our Vision, Values and Aims

Under the Gender Equality Duty we will take action to:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity between males and females

It is important to understand that to take positive steps to address gender inequality we must first recognise the barriers that prevent staff and students from achieving and making the most of opportunities available, before we are able to begin the process of breaking them down.

We are aware of how factors such as ethnicity and social class also impact on the achievement of boys and girls. We are determined to tackle the many factors that affect student attainment.

This scheme sets out the work we will undertake to promote the Gender Equality Duty over the next three years that will:

- Eliminate unlawful discrimination and harassment
- Promote equality of opportunity between females and males
- Strive to improve outcomes for boys, girls, female and male staff and parents/carers in all aspects of school life, in the wider community and in employment.

Key gender issues for all those working with young people in Shropshire

The Shropshire Children and Young People Plan uses the five key areas of the Every Child Matters agenda to focus on how life chances can be improved. There are significantly different dimensions for girls and boys.

Be Healthy

There are particular issues for girls and boys in their attitudes to sport, exercise and sexual and mental health.

Stay Safe

Differences in the way boys and girls are victims of or commit antisocial behaviour need to be examined. This includes use of text and electronic sources such as MSN. A link has been established through national research between homophobic ‘bullying’ and boys’ suicide.

Enjoy and Achieve

Boys are behind girls in overall levels of attainment. Girls’ educational achievements, although higher than boys’ are not necessarily helping them to take up non-stereotypical employment opportunities.

Make a Positive Contribution

Sexist stereotyping and sexual forms of harassment can result in behaviours that have a negative effect on students and the development of positive relationships and on their skills and willingness to participate in school and community.

Achieve Economic Well being

Stereotyping contributes to the gender pay gap.

At Grove we will build on our existing practice by

- Maximising opportunities for all involved in the school
- Continuing to take a key role in shaping the values and attitudes of young people and take a lead in challenging gender based harassment, violence and stereotyping
- Taking action to challenge gender stereotyping in subject choice and careers advice as part of our school curriculum.
- Including the Gender Equality Duty in our plans for school improvement
- Building on positive work around the Healthy Schools initiative
- Investigating and addressing complaints of sexual and sexist harassment from staff and students.
- Providing a safe environment where individuals can express their views and make informed decisions
- Continuing our commitment to Personal, Social and Health Education

How we have developed the Gender Equality Scheme

Advice was sought from Shropshire County Council, and discussions at School Leadership Team meetings and discussions with Governors.

Monitoring, review and evaluation

Monitoring, review and evaluation of the scheme will be carried out as part of our self-evaluation procedures. A report will be made to Governors on an annual basis.

We will ensure that monitoring and evaluation of gender issues takes place in relation to the following:

- Student achievement
- Exclusions
- Recruitment, retention and career development
- Participation

Reporting on progress

This scheme will be reviewed annually and the main findings reported to Governors through the Personnel Sub Committee.

The Gender Equality Scheme Action Plan covers four key areas:

Communication/Consultation

Culture

Education Provision

Monitoring

Grove key objectives

1. To raise awareness and eliminate barriers
2. To monitor, evaluate and review
3. To enhance provision and practice

GENDER EQUALITY SCHEME ACTION PLAN 2010 – 2013

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Communication/Consultation

Evidence of need or how tasks promotes Gender Equality	Task	Key Objective	Key Milestone	Timescale	Person responsible
Awareness raising	Review GES and identifying the key gender equality issues for the school	1,2,3	Action Plan produced	Year 1	JR
Awareness raising	Gather and disseminate information. Use of: parents' meetings, student voice interviews, working parties, parents questionnaires, newsletter, staff meetings and curriculum	1,2,3	Reported on as part of school self-evaluation process. Headteacher's reports to Governors sub-committees and full Governing Body. Newsletters received by parents/other stakeholders	Ongoing, termly.	JR

Culture

Evidence of need or how tasks promotes Gender Equality	Task	Key Objective	Key Milestone	Timescale	Person responsible
Ensuring best practice	Training in Safeguarding and recruitment practice	3	Headteacher and key Governors trained	Ongoing	JR
Informing/challenging	Use of assemblies, House meetings and PSHEE/Citizenship to challenge stereotypes and raise issues	1, 2		Ongoing	CPM/BJH HOH
Addressing individual need	Ensure counselling available in school	3		Ongoing	CPM/BJH HOH
Communicating intent, outlining practice	Review policies in light of GES	2, 3	Amendments made	As review takes place	JR/SLT/Govs

Education Provision

Evidence of need or how tasks promotes Gender Equality	Task	Key Objective	Key Milestone	Timescale	Person responsible
Ensuring a relevant and up to date curriculum	Plan new curriculum	3, 2	Curriculum implemented	September 2008 ongoing	SLT
Quality delivery	Training where necessary for staff delivering sex education/Citizenship	3, 2	Staff trained and delivering PSHEE/Citizenship	Ongoing	SLT/SS
Students aware of opportunities	To ensure Careers Education addresses issues	1, 2, 3	Changes made to schemes	Ongoing	SL
Ensuring it is a priority for the school	Updating PSHEE/Citizenship schemes of work and curriculum delivery	3	Annual update	Ongoing	SS and SLs

Monitoring

Evidence of need or how tasks promotes Gender Equality	Task	Key Objective	Key Milestone	Timescale	Person responsible
Raising awareness	Reporting gender related issues to Governors, re applications and recruitment	2	Report to Personnel Sub Committee	Regular feature with staffing update	JR
Raising awareness	Reporting gender related issues in relation to the staffing structure of the school to Governors	2	Report to Personnel Sub Committee	Regular feature with staffing update	JR
Ensuring response to issues	Maintain comprehensive records regarding harassment for both staff and students in line with GES	2	Annual review of recorded incidents	Ongoing	JR/SLT
Address issues of ECM and GES	Survey of participation levels and follow up	2	Data collected and analysed	Annually	SLT/SLs
Awareness of issues/action taken	Analysis of achievement data by gender	2	Report to Governors	Annually National. Termly in school	JR/SLT

