

GENDER EQUALITY POLICY (Whole School Policy including EYFS)

At The Manor we aim to ensure equality of education and opportunity for all pupils, irrespective of gender.

We aim to ensure that all those connected with the school – pupils, staff, parents and visitors - are treated equably, regardless of gender.

LEGISLATIVE CONTEXT

The Equality Act (2006) amended the requirements of the Equal Pay Act (1970) and the Sex Discrimination Act (1975). It added to the duty to eliminate sexual discrimination and sexual harassment, the duty to promote gender equality.

PUPILS

Under the 'Every Child Matters' headings, our aims are as follows:

Be Healthy

We aim to promote similar attitudes to sport and exercise in boys and girls.

Stay Safe

We analyse incidents of bullying and the ways boys and girls bully or are bullied to see how we can promote to more consistently considerate behaviour.

Enjoy and Achieve

We aim to track gender attainment and develop strategies to address any significant disparity.

Make a Positive Contribution

We aim to ensure that both sexes actively participate in school and community life.

Achieve Economic Well Being

By developing each child's full potential regardless of gender, we aim for every child to attain and achieve in future life.

ADULTS

- Ensuring that both men and women are equally treated in the recruitment process for teaching and support staff roles.
- Providing sufficient opportunities for both working mothers and working fathers to have access to teaching staff with regard to their child's educational development.
- Steps are taken to identify, support and provide opportunities for the professional development of staff and governors, irrespective of gender

This means that we will build on our existing practice by:

- aiming to encourage equitable and gender-neutral attitudes in children and throughout the school community
- aiming to challenge gender stereotyping in any context



- investigating and addressing any complaints of sexual and sexist bullying, from staff, pupils or parents in the manner described in the School's Anti-Bullying Policy
- continuing to ensure as much as possible that the times that teaching staff are available to meet parents do indeed suit the needs of parents, regardless of their gender and work/family commitments.

Date Policy Reviewed:	January 2009
Date of Next Review:	January 2011
Person(s) Responsible for Review:	Headmaster
Signature of Reviewer(s)	