



## Gender Equality Policy

### Mission Statement

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At Ashwood Spencer Academy we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school, irrespective of gender. The achievement of all pupils will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We aim to provide our pupils with a sound foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under legislation. At Ashwood Spencer Academy, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

### Our Aims

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We aim to ensure that all people are treated fairly and equally in accordance with the Equality Act 2006.

We aim to be proactive and to promote gender equality within the service we deliver and as employers.

We recognise that there are still barriers to equal opportunities in society and we are committed to doing our part in breaking down such barriers.

We recognise the need to eliminate unlawful discrimination and harassment by taking active steps to comply with the Sex Discrimination Act and the Equal Pay Act.

We aim to take active steps to promote equality of opportunity between the sexes.

### Policy into Practice

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To ensure that all stakeholders have ownership of the policy Ashwood Spencer Academy has consulted with pupils, staff and parents to determine the priorities for the school with regard to gender equality by:

- Questionnaires to parents
- Questionnaires to pupils
- School Council meetings
- Assemblies on the theme of equality
- Meetings with Staff

The school is committed to promoting gender equality to all stakeholders.



## For Employees

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We aim to ensure that we eliminate discrimination and harassment in our employment practice and actively promote gender equality within our workforce. We will do this by ensuring that gender aspects are considered when:

- we recruit and appoint new staff;
- we allocate TLR points and re-evaluate staffing structures;
- we manage maternity leave and return to work programmes
- we manage parental and carers leave
- we offer work-based training opportunities
- we deal with lesbian, homosexual, bisexual and transsexual staff
- we encounter sexual and sexist harassment.

In addition the governing body will ensure that an equal pay policy is developed and adhered to for all staff members.

## For Pupils

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We aim to ensure that we eliminate discrimination and harassment in our learning environment by actively promoting gender equality and ensuring equal opportunities for all pupils. We will do this by:

- encouraging both sexes to participate in all aspects of school life including all areas of curriculum, sport and representation on the School Council;
- monitoring pupil achievement by gender and acting on areas of concern;
- monitoring harassment and bullying of pupils to make a difference;
- challenging stereotypes in terms of gender within the classroom and in the playground;
- ensuring that visitors coming into school to enhance the curriculum represent both genders and challenge stereotypes;
- encouraging pupils to consider career paths and occupations that are traditionally gender stereotyped;

## For Parents

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We aim to ensure that we eliminate discrimination and harassment in our learning environment by actively promoting gender equality and ensuring equal opportunities for all parents. We will do this by ensuring:

- that the school is equally welcoming to all parents;
- that parents of both sexes are encouraged to attend parents' evenings, assemblies, concerts and family learning courses and to assist with, and participate in, school activities.



## **The Gender Equality Action Plan: Making Things Happen**

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In order to ensure that action is taken to meet the Gender Equality Duty, Ashwood Spencer Academy has drawn up an action plan to make things happen, which outlines how the requirements of the Gender Equality Duty will be met. This Gender Equality Action Plan identifies our Gender Equality goals and the actions necessary to meet those goals.

This action plan has been shaped in consultation with pupils, staff, parents, and all those to whom we provide a service. See attached action plan.

## **Assessment and Monitoring**

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A key facet of the implementation of the school's Gender Equality Policy will be a formal gender impact assessment of each school policy. This will be an integral part of all policy reviews which are carried out on a regular basis according to a schedule set out in the School Improvement Plan.

The tasks involved are:

- identify the aims of the policy/practice
- collect evidence on the impact of policies on both sexes
- identify the likely consequences for both sexes of new or revised aspects of school policies
- alter or amend proposed policies so that they promote gender equality and eliminate discrimination
- resource proposed changes appropriately

Monitoring is necessary in order to identify that no adverse impact has taken place as a result of the implementation of a policy.

To meet the Gender Equality Duty, it is essential that aspects of school life are monitored to identify the impact of policy and practice. The following should be monitored:

- achievement of pupils by gender
- staff satisfaction levels by gender
- effect of the operation of pay scales by gender
- effect of school recruitment policy by gender