

Gender Equality Scheme for Skelton Primary School

School Ethos, Vision & Values

Skelton Primary School is committed to ensuring equal treatment of all its employees, pupils and anyone involved in the school community, regardless of gender. We will ensure that neither males nor females are treated less favourably in any procedures, practices or aspects of service delivery.

This school will not tolerate harassment of anyone based on their gender as stated in the Equal Opportunity and Education for Ethnic Diversity Policy.

What do we understand by “gender”?

Sex and gender are terms often used interchangeably. Sex more properly refers to biological differences of male and female; gender refers to society's construction of a system that identifies what is masculine and feminine. Individuals incorporate this system to develop their gender identities.

School's Strategic Priorities

We shall continue to encourage parents and members of the community into school regardless of gender. We actively promote equal opportunities in the recruitment process.

The Specific Duty

We will:

- 1 Consult teaching and non-teaching staff, pupils, parents and local community groups to help determine our gender equality objectives
- 2 Gather and use information on how our school policies and practices affect gender equality – both in our workforce and in our education functions (considering the need to include objectives to address the cause of any gender pay gap)
- 3 Produce a Gender Equality Scheme identifying our gender equality goals and actions to meet them, in consultation with our stakeholders
- 4 Set a timetable for and implement as soon as reasonably possible (usually within three years) the actions we have identified
- 5 Assess the impact of our current and proposed policies and practices on gender equality and publish the impact assessments on the school website/school newsletter
- 6 Monitor and review our progress, reporting on our progress annually
- 7 Review and revise this Scheme every three years

How we will meet the General Duty & Specific Duty

The production of this Gender Equality Scheme provides us with a framework for integrating gender equality into all aspects of school life and demonstrates how we are seeking to meet the specific duty i.e. to produce a Gender Equality Scheme for our school.

Our key actions are as follows:-

- Encouraging boys to join the school council
- Encouraging boys to become librarians
- Encouraging girls to get involved in science after school clubs
- Continue to provide positive role models for both gender groups from the world of work
- Continue to show school displays with positive images relating to gender
- Continue to encourage girls and boys to participate in all sporting activities, e.g., girls playing in the school football team and boys taking part in movement to music sessions.
- Submit a lottery bid to encourage and involve fathers with their child's education in and out of school.

All children at Skelton Primary School achieve exceptionally high standards. (See Key Stage 2 SATs results gender analysis.) Due to focused INSET on the needs of all learners, Skelton Primary School has countered the national trend of underachievement in boys. There is no noticeable gap in achievement between girls and boys.

There is an equal balance between the number of girls and boys who have held the much sought after role of Chair Person in School Parliament.

Involvement of both Males & Females in Developing the Scheme

Pupils in school parliament have been consulted on the development of this scheme. School Parliament is made up of a male and female class representative from each class throughout school. Two governors (a male and a female) have been consulted in the development of this scheme. Staff have been consulted on the development of this scheme and have agreed the key actions.

The Governing Body

Governing body proceedings are accessible to both men and women and timings of meetings are agreed to fit in with work/life demands. Neither gender group is under represented in the governing body at Skelton Primary School.

Removing Barriers

Both male and female parents/carers are invited to parents' evenings. We

encourage fathers to come into school to experience the school learning environment and to help out in school. Our work placement scheme ensures that both boys and girls are given access to placements at Skelton Primary.

Gender in the Curriculum, including teaching and learning Eliminating Harassment and Bullying

See Equal Opportunities Policy

School Facility Lettings

The school buildings are used in the evening by Adult Education and for school led activities. All events are accessible to both men and women with consideration being given to timings of events. The lighting has been modified in the school car park to provide safe access and personal safety. Parents are encouraged to attend social events, celebrations and consultation evenings with all their children – including babies, toddlers and older children.

Employment Matters

The school believes in promoting equality in all aspects of recruitment, employment and learning. We have supported the Local Authority to implement a single pay agreement and job evaluation to promote consistency across all schools and within the School and to ensure we achieve equal pay for all. The School adopts the Local Authority employment policies to ensure that all employees are treated fairly and we respect the needs of employees at different times of their lives.

Reviewing/Monitoring

Methods include feedback from boys and girls and also their parents/carers. This Scheme will be reviewed every three years. It is available on the school website and stakeholders are aware of its existence through the school's Friday Flyer.

Review Date: September 2010

Senior Member of Staff Responsible: Miss K. Pusztai (Deputy Head Teacher)

Designated Member of Staff: Kinga Pusztai

Governors Responsible: Mark Hartas and Helen McLuckie