



Mercia Primary Academy Trust

Gender Equality Policy

Date: March 2020

Review Date: March 2023

We are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving from the school, irrespective of gender.

Under the gender equality duty of care, our school takes action to

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between men and women.

Although we take positive steps to address gender inequality, we understand that there are barriers that prevent pupils and staff from achieving and making the most of the opportunities we make available.

To promote gender equality, it is vital that the differences between boys' and girls', male and female experiences, attitudes and achievements in schools are understood so that our policies and practices break down these barriers.

However, we are aware of how factors such as ethnicity and social class also impact on the achievement of boys and girls. This scheme supports our work as set out in our Inclusion Policy, Disability Equality Scheme and Race Equality Policy to tackle the many factors that affect pupil attainment.

This scheme sets out the work we will continue to promote the gender equality duty over the next years that will:

- eliminate unlawful discrimination and harassment;
- promote equality of opportunity between men and women; and
- result in improved outcomes for girls, boys, male and female staff and parents/carers in all aspects of school life, in the wider community and in employment.

Gender Issues

Pupils

The issues for pupils are:

Be Healthy

Address differing attitudes to sport and exercise by boys and girls.

Stay safe

Analyse incidents of poor behavior and any allegations of bullying and look at the way boys and girls behave towards each other. Address outcome.

Enjoy and Achieve

At all MPAT schools girls have shown in recent years to achieve higher in reading and writing. Maths is more equal. We will track gender attainment and develop strategies to address any significant disparity.

Make a positive contribution

Ensure both sexes actively participate in school and community life. We will monitor the take up for clubs and activities and address disparity.

Achieve economic well being

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

Adults

- Being pro-active in recruiting men to both teaching and support staff roles. (In School time and extended provision).
- Providing sufficient opportunities for both working mothers and fathers to have access to teaching staff with regard to their child's educational development.

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

- continuing to take a key role in shaping the values and attitudes of children and young people and take a lead in challenging gender based harassment, bullying and violence and stereotyping.
- taking action to challenge gender stereotyping as a key part of our whole school curriculum
- including the gender equality duty in the way we plan for school improvement
- investigating and addressing any complaints of sexual and sexist bullying, harassment and violence from staff
- reviewing recruitment procedures
- reviewing times teaching staff are available to parents.

Our objectives

- continue to challenge gender issues in writing
- identify the key gender equality issues in our school
- publicise actively our procedures to eliminate harassment and discrimination on the grounds of gender in education and employment.
- ensured that incidents of sexist bullying and harassment are reported and addressed

We will do this by:

- using our staff and curriculum to encourage boys' writing
- gathering relevant information and using it to inform gender equality actions
- analysing pupil attainment data by gender
- raising awareness of this scheme and its aims through parents' meetings, our newsletter, School Questionnaire, staff meetings and curriculum.
- assess the impact of our policies that have a high relevance in prompting gender equality on our pupils, staff and governors

We will do this by:

- gathering and using information on how our policies and practices affect gender equality in the work force and delivery of services
- working to support developments in recruitment and retention of men in primary schools and early years settings.
- Ensuring that all stakeholders are supporting us in meeting the gender equality duty.

We will do this by:

- Amending existing equal opportunities/diversity conditions to comply with gender equality duty.

Monitoring, review and evaluation

The Trust will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the schools.

Signed

Director, Mercia Primary Academy Trust

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Version Control

Version	Date Approved	Changes	Reasons for Alterations
	02.12.2015	None	
	July 2018	None	
	March 2020	Lark all removed – changed to MPAT	Trust based doc