



## **Carey Federation – Gender Equality Duty Policy**

### **1.0 Aims of the Policy**

At Ashwater and Halwill Primary Schools, we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school irrespective of gender.

Under the gender equality duty, all schools must take action to:-

- ❖ Eliminate unlawful discrimination and harassment
- ❖ Promote equality of opportunity between men and women

Although at Ashwater and Halwill Primary Schools we take positive steps to address gender equality, we understand that barriers exist that may 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 can begin to 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 policy supports our work as set out in our Accessibility Plan, Disability Equality Policy and Race Equality Policy to tackle the many factors that affect pupil attainment.

This policy sets out our priorities to promote the gender equality policy 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.

### **2.0 Monitoring review and evaluation**

Evaluation and review of this policy will be carried out through both schools monitoring and evaluation procedures as progress towards meeting the duty will be deemed as a vital component of school performance. The work identified in this policy will be included in our school development/improvement plan.

Through this policy we will monitor gender in a range of areas including:-

- ❖ Pupil achievement (Raise on-line/School data)
- ❖ Exclusions
- ❖ Participation



### **3.0 Reporting on progress**

This policy will be published, reviewed annually and the main finding will be reported to the governing body (through Headteacher reports).