



BURSCOUGH PRIORY SCIENCE COLLEGE



GENDER EQUALITY POLICY

This policy applies to all governors, staff, students, parents/carers and visitors to the school, including all contractors.

CONTEXT OF THE SCHOOL

The school is a mixed 11-16 community comprehensive school with a capacity for 720 students serving Burscough and the surrounding villages. Approximately 65% of the students come from Burscough, and the socio-economic background is varied, covering rural, semi-rural and urban locations. The school has a low index for deprivation and attracts students from a wide area. The number of FSMs is currently 6.8%. The average multiple deprivation index is B, with health D and crime A. Overall, the students come from wards with middle ranking levels of deprivation.

AIMS OF THE GENDER EQUALITY POLICY

The gender equality policy builds upon the Mission Statement, core values and ethos of the whole school community. The school recognises its statutory duty to eliminate unlawful sex discrimination and harassment and promote equality of opportunity between men and women. This policy will be an integral part of school life.

LEADERSHIP, MANAGEMENT AND GOVERNANCE

The Governing Body is committed to eliminating unlawful sex discrimination and harassment and to promoting equality of opportunity between men and women. It will ensure that all current policies are assessed for their impact. The governors will develop their knowledge and understanding of gender equality. It will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve practice.

It will be the responsibility of the Headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have relevant training and support. The Headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. Mr. Bruce is the member of the Senior Leadership Team with designated responsibility for gender equality.

The governors expect that all staff will know how to challenge gender bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting gender equality. Currently there is a significant gap in performance between boys and girls, particularly in the middle ability range. Boys significantly underperform and it is clear that this is predominantly the result of social and cultural factors which the school is addressing as a matter of urgency. The effectiveness of policies will be judged by how successfully they engage, support and enable boys and girls to reach their full potential; by how they ensure that boys and girls have full and equal access to the curriculum and by how they promote gender equality through teaching and learning, the curriculum and the quality of care and guidance. The governors expect all staff, students and parents/carers to support the school in this work.

THE SCHOOL'S COMMITMENT TO GENDER EQUALITY

ETHOS

The school will fulfil its commitment to gender equality by:

- Promoting an atmosphere of mutual trust and respect among all members of the school community, regardless of gender;
- Ensuring that all staff, parents/carers and students are treated with dignity;
- Challenging gender stereotypes in all aspects of school life;

- Engaging classroom and staffroom discussion of gender issues which reflect on gender stereotypes, expectations and the impact on learning;
- Striving to eliminate sexual and sexist bullying and violence.

CURRICULUM/LEARNING AND TEACHING

The school will fulfil its commitment to gender equality by:

- Ensuring equality of access for both boys and girls to all areas of the curriculum, to include subject choice and careers advice to meet students' individual needs;
- Ensuring that the curriculum is balanced and broadly based;
- Ensuring that teachers' planning and delivery takes account of gender issues and the need to challenge stereotypes;
- Ensuring that resources in all areas of the curriculum promote knowledge and understanding of gender issues;
- Ensuring that any particular learning needs of boys and girls are met.

ACHIEVEMENT/ATTAINMENT/ASSESSMENT/PROGRESS

The school will fulfil its commitment to gender equality by:

- Having procedures to monitor and track progress and achievement by gender in order to identify and respond to trends and patterns;
- Striving to maintain equally high expectations of all students

ATTENDANCE

The school will fulfil its commitment to gender equality by:

- Monitoring student attendance by gender;
- Using the data to develop strategies to address poor attendance.

BEHAVIOUR

The school will fulfil its commitment to gender equality by:

- Monitoring student behaviour and exclusions by gender;
- Using the information collected to ensure that procedures are applied fairly and equitably to all students, ensuring their safety and security in the school;
- Developing and implementing strategies to address any gender specific examples of inappropriate behaviour.

STAFF RECRUITMENT AND CAREER DEVELOPMENT

The school will fulfil its commitment to gender equality by:

- Ensuring that all staff and governors responsible for appointing staff and reviewing staff performance and pay do not discriminate against women or men;
- Taking account of the requirement to eliminate unlawful pay discrimination;
- Ensuring that opportunities for professional development, career progression and promotion are free from unlawful sex discrimination.

COMMUNITY/PARENTAL CONSULTATION

The school will fulfil its commitment to gender equality by:

- Working in partnership with parents/carers and the wider community to develop positive attitudes to gender issues.

This policy will be reviewed every three years.

February 2011