



St Mark's C of E Academy Policy

<p><b>Policy Title</b></p>	<p>Gender Equality Scheme</p>	<p><b>Version No</b></p>	<p>1</p>
<p><b>Rationale</b></p>	<p>At St Marks C of E Academy our aim is for students and staff to enjoy learning, experience success and to develop their full potential. As such, we will challenge any prejudice, discrimination or stereotyping based on gender, ethnic background, disability or sexuality which could lead to barriers preventing any member of the school community reaching their full potential.</p>		
<p><b>Policy Statement</b></p>	<p><b><u>The legal background</u></b></p> <p>A function of the Equality act 2006 is to create a duty on Public Authorities to promote equality of opportunities between men and women to prohibit sex discrimination in the workplace. The legislation outlines both a general duty and specific duties.</p> <p><b>The General Duty</b></p> <p>The General Duty requires that every public authority in carrying out its functions should:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination and harassment, taking active steps to comply with both the Sex Discrimination Act and the Equal Pay Act</li> <li>• Take active steps to promote equality of opportunity between men and women when carrying out their functions and activities</li> </ul> <p><b>The Specific Duties</b></p> <p>In addition, public bodies are required to comply with the Specific Duties which are:</p> <ul style="list-style-type: none"> <li>• To produce and publish a Gender Equality Scheme (GES) identifying Gender Equality goals and actions to meet those goals</li> <li>• To consult with employees and stakeholders in the development of the GES</li> <li>• To monitor and review progress. The scheme will need to be reviewed every three years</li> <li>• To publish an annual report on progress with the Action Plan</li> <li>• To develop and publish an equal pay policy including measures to</li> </ul>		

address promotion, personal development and occupational segregation

- To conduct and publish gender impact assessments of all legislation and major policy developments and publish their criteria for conducting such assessments

The act also makes provisions on prohibiting discrimination on the grounds of sexual orientation in employment and the provision of goods, services, facilities, education, use and disposal of premises and the exercise of public functions.

### **Gender Equality scheme at St Mark's C of E Academy**

The following actions will be taken to ensure compliance with the Equality Act 2006:

#### **Challenging Stereotypes**

Gender stereotyping can prevent students from pursuing their interests and talents. We will challenge such stereotypes through the curriculum by ensuring appropriate subject choice and careers advice.

#### **Student attainment**

All examination results are fully analysed and compared with results nationally and in similar schools. Student attainment is also analysed on the basis of gender, ethnicity, free school meals (FSM) and Additional Education Needs (AEN). If attainment below that expected is identified for a particular student group, this will be highlighted as a priority for action on the school's Self Evaluation Form (SEF) and in school and departmental improvement plans.

#### **Participation**

All members of the school community are encouraged to participate in the full life of the school. For students this includes participation in sports and exercise, performing arts, access to IT facilities and taking parts in trips, enrichment activities, the Easter Revision Programme and Summer Schools. For staff this includes being given opportunities for career development through Continuing Professional Development (CPD) and encouragement to seek opportunities for career progression, including promotion.

#### **Anti – bullying**

The Action Against Bullying Policy aims to establish St Mark's C of E Academy as a safe and secure place where bullying behaviour will not be tolerated. In addition to this, sexist, racist and homophobic behaviour will be challenged in

	<p>the curriculum as appropriate.</p> <p>The Equal Opportunities Policy clearly states that all members of the school community are expected to challenge sexist, racist and homophobic behaviour and to model polite, fair and just behaviour towards others.</p>
--	--

<b>Staff Responsible</b>		LPE	
<b>School Group Responsible</b>		Standards	
<b>Date approved by Governing body</b>	September 2009	<b>Review Date</b>	September 2010