

Gender Equality Scheme 2015-2018

The Equality Act 2006 places a duty on Hillside Primary School to produce its Gender Equality Scheme. We believe that it is the duty of the school to prioritise gender issues and this scheme gives us the opportunity to look at gender in the context of improving children's and employees life chances.

Hillside Primary School is fully committed to promoting equality between women and men, girls and boys. We recognise that there are gender differences in the opportunities that people are given, the types of jobs they do and how well pupils achieve at school. We also know that other equality issues such as race, disability, religion or belief, sexual orientation and age also affect people's lives and that a "one size fits all" approach is not the answer.

This Scheme sets out what West Park intends to do to tackle gender equality issues.

The Purpose of the Gender Equality Scheme

The Equality Act 2006 created the Gender Equality Duty for the public sector. The Gender Equality Duty has two parts to it, the "general" duty and the "specific" duty.

The general duty places a legal duty on the school:

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

To help meet its general duty, the school has a specific duty to:

- Produce a Gender Equality Scheme identifying its gender equality goals and actions to meet them, in consultation with its stakeholders
- Monitor and review progress
- Review the Scheme every three years
- Develop, publish and regularly review an Equal Pay Policy, including measures to address promotion, development and occupational segregation

This Scheme has been produced by using evidence from monitoring data. The purpose of this Scheme is therefore to:

- Show how we intend to ensure gender equality in all aspects of the school's work
- Set out our priorities on how we intend to tackle gender inequality, eliminate discrimination and promote equality of opportunity between women and men and boys and girls

Achieving Gender Equality

Equality and diversity are seen as central to the school's provision. In order to ensure that services are equally accessible to women and men, boys and girls, the school will:

- Monitor and assess whether there is an adverse impact by gender in the school's provision
- Take positive action to address any inequality, disadvantage or discrimination

Improving our provision for children and employees

There are a number of key priorities to consider when improving the quality of provision for our children and employees.

Children

a. Improving children's health through continuing to increase the amount of physical exercise that children undertake. There is evidence that girls do less physical activity than boys and this will be achieved by providing more out of school activities that encourage girls' participation eg. Dance/Gymnastics

b. The issue of boys' achievement in relation to girls is central to meeting the needs of all learners and remains an issue at Hillside, particularly in Literacy and in particular, writing. This is currently being addressed through the School Improvement Plan.

c. Encouraging boys and girls to have positive attitudes towards activities which they feel are orientated towards one sex e.g boys and singing. This will encourage children to view entering into non-traditional occupations in a more positive fashion. The school will therefore promote the idea that girls and boys can do jobs traditionally dominated by the opposite sex.

d. Ensuring that when questions regarding sexual orientation are raised they are dealt with, if age appropriate, in the context of loving relationships.

Employees

e. The school will, when appointing staff, consider part-time working opportunities for employees at all levels.

The details of this scheme will be reviewed every three years.

Approved: _____ Chair of Governors	
Review Autumn Term 2018	Date: 10 th October 2015