

HEBBURN COMPREHENSIVE SCHOOL



GENDER EQUALITY SCHEME

Approved by Governors: February 2010

Review Date: March 2012

The Legislative Background

The Equality Act 2006 amended the Sex Discrimination Act 1975 (SDA) to place a statutory duty on all public authorities, when carrying out their functions, to have due regard to the need to:

- **eliminate unlawful** discrimination and harassment, taking active steps to comply with both the Sex Discrimination Act and the Equal Pay Act and
- take active steps to **promote equality of opportunity between females and males.**

This is known as **The General Duty**, which became effective from 6th April, 2007.

In addition, public bodies are required to comply with **The Specific Duties**, which are:

- to produce and publish a Gender Equality Scheme (GES), identifying Gender Equality objectives and actions to meet these;
- to consult with employees and stakeholders in the development of the Gender Equality Scheme;
- to assess the impact of its current and proposed policies and practices on gender equality;
- to monitor and review progress.

Principles

Hebburn Comprehensive School is committed to ensuring equal treatment of all its pupils, employees, and any others involved in the school community, regardless of gender. We will ensure that neither males nor females are treated less favourably in any procedures, practices or aspects of service delivery.

This school will not tolerate harassment of people based on their gender or transgender status.

We will actively seek to:

- eliminate unlawful discrimination and harassment;
- promote equality of opportunity in all aspects of school life.

Action

We will:

- consult teaching and non-teaching staff, students, parents/carers and other stakeholders to help determine our gender equality objectives;
- gather and use information on how the school's policies and practices affect gender equality in the workforce and in the delivery of services;
- assess the impact of our current and proposed policies and practices on gender equality;
- take appropriate action to remedy any policy/practice which inhibits or contravenes gender equality;
- monitor the impact of our actions.

Specific actions will include:

- taking into account relevant advice and guidance from government, the Commission for Equality and Human Rights, and the Local Authority;
- ensuring that all the policies and procedures concerning equal opportunities for employees are reviewed and amended appropriately, if necessary (e.g. appointments, pay and conditions of service, performance management, capability and disciplinary procedures);
- reviewing the Staff Handbook to ensure that the school's equal opportunity objectives and procedures are fully explained;
- ascertaining from staff whether the school is perceived by them as being the equal opportunity employer it aspires to be;
- using this policy to try to eliminate harassment and discrimination;
- collecting information on gender with regard to both pupils and staff and using this information to improve the provision of services;
- offering all pupils, regardless of their gender, the opportunity to participate in extra-curricular activities, school productions or school visits;
- monitoring pupil achievement by gender, acting upon any trends or patterns in the data, as necessary;
- offering pupils of both genders encouragement to participate in all aspects of school life, including in physical activity, both during and outside of school hours;
- monitoring bullying and harassment of pupils and staff, and using this information to determine future policy;
- ensuring that stereotypes in terms of gender are actively challenged in all aspects of the life of
 - the school;
- ensuring that the school environment is as accessible and welcoming as possible to visitors of both sexes and encouraging parents/carers of both genders to participate in their child's education

Responsibilities

The Governing Body

The legal responsibility for implementing the gender equality duty rests with the Governing Body.

The Governing Body has a general responsibility for the conduct of the school with a view to promoting high standards of educational achievement. Understanding the impact of gender and implementing the gender equality duty will help the Governing Body ensure that the needs of girls and boys and women and men are met, and will support their overall goal of promoting high standards of educational achievement.

The Governing Body will ensure that the school reports annually on progress in implementing the gender equality duty.

The Head Teacher

The monitoring of the Gender Equality Scheme will be the responsibility of the Head Teacher, who will report to the Governing Body at least annually.