

Newport Infant School

Gender Equality Scheme 2010/11-2013/14

Date of Policy Creation	March 2011
Policy Lead	R Overthrow
Date of Policy Adoption by Governing Body	Approved 14/03/14
Frequency of review	Action Plan - annually Scheme-every 3 years
Review Due	Action Plan - March 2012 Scheme - March 2014

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1. Introduction

This is the first review of our Gender Equality Scheme published by Newport Infant School, which is supported by an action plan. The Scheme outlines how we will promote gender equality in the delivery of our service to both employees and pupils. The GED will work in conjunction with the School's other policies around equality and diversity and with its strategic objectives.

2. The Legal Framework

The Equal Opportunities Commission has issued a Code of Practice which gives general guidance to public authorities, which includes schools, on how to meet the legal requirements of the gender equality duty. The Code of Practice is a statutory code and has been laid before parliament. The Code has been issued under the Sex Discrimination Act 1975, as amended by the Equality Act 2006. Under the Code a school has both 'general' and 'specific' duties: The general duty requires schools to decide on the problems surrounding gender that need to be tackled and identify the potential outcomes. Under the specific duty schools are required to publish a Gender Equality Scheme which sets out how the identified problems will be tackled.

3. The General and Specific Duty

The general duty states all public authorities are legally required, when exercising their functions, to have due regard to the need to:

- Eliminate discrimination and harassment that is unlawful under Sex Discrimination Act 1975 and the Equal Pay Act 1970
- Promote equality of opportunity between men and women / boys and girls

The specific duty states that public authorities are required to:

- Publish a Gender Equality Scheme which demonstrates how we intend to meet our general and specific duties
- Consider the need to include objectives to address the causes of any pay gap
- Gather and use information on how policies and practices affect gender equality in the workforce and the delivery of services
- Consult stakeholders and take account of relevant information in determining gender equality objectives
- Assess the impact of its current and proposed policies and practices on gender equality
- Implement the actions set out in its scheme within three years
- Report on the scheme annually and review the scheme at least every three years

The duties are not "negative" or "passive", but require public authorities to adopt a proactive approach.

4. The Gender Equality Scheme

The GES sets out our plans for making equality happen for everyone. The Scheme will add to a number of documents which contribute to the delivery of the school's wider Equality and Diversity objectives, eg, Accessibility Scheme, Race Equality Scheme. The scheme addresses issues related to our role as an employer; a service provider (to our pupils and the wider community); a procurer of services and as a partner working jointly with other agencies.

5. Monitoring and Evaluation

Monitoring and Evaluation are essential tools for measuring performance and ensuring that we as a school are enabling and promoting equal access to all curriculum options and providing employment opportunities. This is vitally important in establishing whether or not current systems are having an adverse impact on boys or girls, men or women. We will monitor and review the progress of the Gender Equality Action Plan on a regular basis.

External scrutiny of gender issues can be undertaken at any time by inspectorates such as OfSTED. Issues relating to episodes of reported gender inequality will be captured and monitored.

6. Communicating with pupils around Equality and Diversity

Newport Infant School uses the following methods of communicating with its pupils around equality and diversity issues:

- School council
- PHSE and Citizenship
- Questionnaires/ pupil interviews as part of the monitoring learning cycle
- RE/SRE through our Health and Growth Policy in conjunction with the Junior School

Action Plan

This action plan has been developed to reflect the range of current and planned activities that Newport Infant School is undertaking to improve its services for girls and boys, men and women. It will be an evolving plan which will be amended in response to feedback from pupils and staff and will reflect new initiatives that the school undertakes to better meet the equality and diversity needs of its community.

Action Plan

Section A Human Resource Issues

Issue / Action	Timescale	Lead	School Priority
Ensure male applicants are considered favourably for work experience, trainee teachers, volunteers to reflect the all female staff of the school	ongoing	R Overthrow C Pierce J West	

Section B School Community Issues

Action	Timescale	Lead	School Priority
<p>Issue - Stereotyping affecting young peoples' choices</p> <p>Ensuring equal access to after school clubs for both sexes, and positively promoting activities that may traditionally be deemed suitable for boys (eg football club) to the girls</p> <p>Ensure our reading materials reflect equality of gender, as well as race and ensure reading is positively promoted amongst the boys, with positive male role models influencing their stereotypes surrounding reading as a 'female' activity</p>	<p>Ongoing</p> <p>Ongoing, but SDP focus for 10/11</p>	<p>All class teachers and Headteacher</p> <p>Literacy Leader</p>	<p>Yes</p>

Section C Meeting our Legal Duties

Action	Timescale	Lead	School Priority
Publish reviewed Gender Equality Scheme	March 2011	R Overthrow	
Provide briefings for Staff on the Gender Equality Scheme	Ongoing annually	R Overthrow	
Monitor the GES and its achievement of action plan objectives	February 2012	R Overthrow	
Incorporate the requirements of the Gender Equality Scheme into current training programmes	Ongoing	R Overthrow	
Avoid gender specific stereotype images in publicity materials and other documents produced by the School	Ongoing	R Overthrow A Risbridger	
Ensure that the School procurement activities address gender issues in line with guidance from the EOC	Ongoing	A Risbridger	
Ensure all business plans have taken into account equality and diversity issues including gender	Annual Review	A Risbridger	
Support appropriate gender specific events	ongoing	R Overthrow	

Related policies:

Disability Equality Scheme
Race Equality Scheme
Equal Opportunities and Equality
Accessibility Plan
Pay Policy