



# Heston

COMMUNITY SCHOOL

## Gender Equality Duty Policy

**“Men. Women. Different. Equal.”**

The Equalities Commission

Our Gender Equality Scheme is founded within our School Ethos which provides a caring, friendly and safe environment where all members of our community can enjoy and achieve.

**This Policy is founded within our School ethos which provides a caring, friendly and safe environment for all members of our community.**

Updated March 2009

## **Heston Community School Gender Equality Scheme Aims:**

- To eliminate unlawful discrimination
- To eliminate harassment
- To promote equality of opportunity between both genders
- To promote positive attitudes to both genders
- To develop staff understanding of gender equality
- To develop systems for analysing new and existing data by gender
- To redress the balance where there is a gender gap

## **BACKGROUND**

1. Heston Community School, as a matter of course, does a great deal to promote a positive and welcoming culture and to ensure that all the children and young people in our care are safe and supported to their full potential. There is now a significant amount of legislation relating to equality, ranging from the Sex Discrimination Act of 1975 to the Equality Act of 2006. The school needs to ensure it complies with legislation.
2. Legislation requires schools both to avoid discrimination and to promote equality for students, staff and others using the facilities.

## **DEFINITIONS OF DISCRIMINATION**

3. Under the law, there are different categories of discrimination:
  - **Direct Discrimination** is when a person is treated less favourably than others in comparable circumstances.
  - **Indirect Discrimination** occurs when a provision, criterion or practice is applied equally to all but has a different impact on members of one group, placing them at a disadvantage as a result.
  - **Victimisation** occurs when a person is treated less favourably because they have taken an action in respect of discrimination.

- **Harassment** is defined as unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them.

#### **ACTIONS THE SCHOOL NEEDS TO TAKE: EMPLOYMENT**

4. The School will not discriminate in the employment of staff on grounds of gender, transsexual status (including people who have expressed the intention to undergo, are undergoing or have completed a process of gender reassignment) or sexual orientation.
5. This includes discrimination in relation to recruitment, terms and conditions, promotions, transfers, dismissals, training and employment practices such as dress codes and grievance procedures.

#### **ACTION THE SCHOOL NEEDS TO TAKE: STUDENTS**

6. The school will not discriminate against students on grounds of sex.  
This includes:
  - Teaching and learning
  - The extended curriculum
  - The allocation of students to classes
  - Applying different standards of behaviour
  - Dress and appearance
  - Exclusions and sanctions
  - Conferring benefits, facilities or services

#### **DELIVERY**

##### **7. SALT**

- 7.1 Heston Community School is committed to promoting and respecting diversity.
- 7.2 The Gender Equality Policy will be planned, implemented, monitored, evaluated and reviewed through consultation across the school community.

- 7.3 The school will analyse data on student achievement, progress, subject choices, Gifted and Talented & Aimhigher Registers, participation (e.g. School Council, extra-curricular activities), exclusions, truancy, admissions and appeals, bullying etc. in relation to gender.
- 7.4 Report on progress in meeting the duty in the Governors' Report.
- 7.5 Review the Gender Equality Duty (GED) Action Plan every 3 years according to the Action Plan (Attached).
- 7.6 Raise staff awareness regarding actions that could be discriminatory and ensure appropriate supportive action is taken.

## **8. CURRICULUM AREAS**

- 8.1 Curriculum Areas will include in their annual reviews an analysis of results by gender. Action plans will include strategies to address any imbalances that may be identified.
- 8.2 Gender equality, stereotyping, sexism and discrimination will be addressed through the curriculum.
- 8.3 Strategies will be introduced to improve boy's achievement, particularly literacy.

## **9. SPACE AND CAREERS EDUCATION**

- 9.1 The School's SPACE programme will address sexist behaviour, bullying, stereotyping and discrimination.
- 9.2 Data on career advice, routes and destinations for different genders will be compiled and reviewed to inform practice.

## **10. CPD**

- 10.1 Training will be provided relating to gender issues including the wider effects of teacher stereotyping expectations on different groups of boys and girls.
- 10.2 All staff must be aware of their responsibilities and accountabilities under the policy. Training will be monitored and evaluated and adequately supported in order for all staff to appropriately fulfil these responsibilities.

## 11. **GOVERNORS**

Governors need to ensure that Gender Equality is mainstreamed in all areas of the school's work and that effective systems are in place to tackle gender inequality. Issues to consider include:

- The gender profile of the School's staff and Governing Body
- The appointment of a GED Governor