



## CROSCOMBE AND STOKE ST MICHAEL PRIMARY FEDERATION GENDER EQUALITY SCHEME

Croscombe is a Church of England Primary School and this policy has been written with reference to its Christian foundation.

Our Federation acknowledges its **general responsibilities** under the Public Sector Equality Duty to:

- Eliminate unlawful sex discrimination and harassment; and,
- Promote equality of opportunity between men and women.

Our school understands that unlawful sex discrimination and harassment includes discrimination as defined by the Public Sector Equality Duty (The Equality Duty) 2011 and the Equal Pay Act 1970 (EqPA).

Our school also recognises the importance of ensuring that this Scheme includes gender equality objectives based on information, consultation with stakeholders and an assessment of the impact of policies.

Our school acknowledges the **specific duties** placed on schools by the Gender Equality Duty, to:

- **Consider the need to include objectives to address the causes of any gender pay gap** in formulating its overall 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 (particularly those to children and young people);
- **Consult stakeholders and take account of relevant information** in order to determine its 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; and,
- **Produce a summary report** against the scheme every year, which may be incorporated within another strategic document, and **review** the scheme at least every three years.

Our schools recognise that our Gender Equality Scheme needs to provide a clear framework to help us identify objectives, and plan, deliver and evaluate the steps we need to take to ensure we meet the duty.

In order to help us **gather and use information** that is relevant to promoting gender equality and eliminating discrimination, we have carried out the following actions:

- Looked at differences in writing between boys and girls (SATS etc)
- Checked for attendance issues boys/girls
- Pay policy

In order to help us **gather and use information** in the future, we will:

- Analyse reading information re boys/girls
- Attainment in Science/Maths



In order to **consult stakeholders** and take account of other information in setting gender equality objectives in the future, we will:

- Consult staff—re Equal opportunities
- Consult children via circle time/shool council meetings re opportunities for boys and girls
- Consult parents/Govs via questionnaire re Gender issues

In order to **assess the impact** or likely impact of existing and proposed policies and practices on gender equality, we will

- Check all policies during our reviews
- produce action plans re consultations and info gathering

Following information gathering, consultation and impact assessment, we have agreed the following **gender equality objectives**:

- 1.To challenge stereotypical gender issues
- 2.To encourage participation in sport by girls and boys
- 3.To encourage parents to challenge traditional roles

In formulating these objectives we have considered the need to include objectives to address the causes of any gender pay gap.

**.To achieve these objectives** we will carry out the following actions:

- 1.Curriculum that is focussed equally on boys and girls
- 2.Set up opportunities for mixed teams in sport
- 3.Parents meeting to raise profile

These actions form part of our initial action plan. In addition, some of the actions set out in this Scheme are intended to **increase the knowledge base** on which future gender equality objectives can be set and will enable us to identify additional actions that we will undertake in the future.

In order to **monitor progress** towards these objectives we will:

- Check differences through tracking between girls and boys progress

Our Gender Equality Scheme will be reviewed within three years.

Signed..... Headteacher

Signed..... Chair of Governors

Date of adoption: 2016  
Date for review: