



**ASHFIELD
SCHOOL**

GENDER EQUALITY SCHEME 2022-2025

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ASHFIELD SCHOOL Ambition | Teamwork | Honesty



Mission Statement

At ASHFIELD School we are committed to ensuring equality of education and opportunity for staff, students and all those receiving services from the school, irrespective of gender. Our vision is to support and challenge all learners to fulfil their potential now and in the future the achievements of all students will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our students with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation. At ASHFIELD School we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Our Staff and Governors

We aim to ensure that:

- ✓ Information is collected with reference to gender with regards to students, parents and staff to improve our provision.
- ✓ Student achievement is monitored by gender to track any trends or patterns in the data that may require additional action.
- ✓ Students of both sexes are encouraged to participate in College life and that this is evident through representation in college events, assemblies and the College/Sports councils.
- ✓ Students of both sexes are given the same opportunities to participate in physical activity, both in and outside of school hours.
- ✓ Bullying and harassment of students is monitored and the information is used to make a difference.
- ✓ Stereotypes in terms of gender are actively challenged in both the class-room environment and in the playground.
- ✓ Students are encouraged to consider career paths/occupations regardless of traditional gender stereotypes.
- ✓ Parents of both sexes are encouraged to participate in their child's education e.g. attending parents' evenings, taking up parent/ family revision workshops, Career/Option Evenings, Basic Skills Evening, Prizes and Awards.
- ✓ Our Governing Body is representative of the students, staff and local community that they serve.

Employer duties

As an employer we need to ensure that we strive towards elimination of discrimination and harassment and actively promote gender equality within our workforce.

- ✓ Gender aspects need to be considered when appointing staff and particularly when allocating Teaching and Learning Responsibilities (TLR) or re-evaluating staff structures, to ensure decisions are free of discrimination.
- ✓ Bullying and harassment of staff is monitored and the information is used to make a difference

In line with LA Policy we abide by equality law and procedure in terms of:

- Recruitment
- Managing flexible working
- Managing parental and carers leave
- Managing pregnancy and return from maternity leave
- Sexual and sexist harassment
- Transsexual staff
- Grievance and disciplinary procedures
- Equal Pay
- Work based training opportunities



The Gender Equality Duty (GED)

What is it?

The Government has introduced the Equality Act 2006 with the purpose of ensuring that people are treated fairly and equally (i.e. are not subject to discrimination). Within this Act a Gender Equality Duty was established for the public sector. The new legal Duty places a requirement on public bodies to be proactive and to promote gender equality within their service delivery and employment. It is recognised that public authorities can make an enormous contribution towards removing the barriers to equal opportunities that exist in society.

The legislation outlines both a General Duty and Specific Duties.

The General Duty

The General Duty requires that every public authority in carrying out its functions should:

- Eliminate unlawful discrimination and harassment, taking active steps to comply with both the Sex Discrimination Act and the Equal Pay Act
- Take active steps to promote equality of opportunity between men and women when carrying out their functions and activities

The Specific Duties

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 goals and actions to meet those goals
- To consult with employees and stakeholders in the development of the GES
- To monitor and review progress. The scheme will need to be reviewed every three years
- To publish an annual report on progress with the Action Plan
- To conduct and publish gender impact assessments of all legislation and major policy developments and publish their criteria for conducting such assessments

The act also makes provisions on prohibiting discrimination on the grounds of sexual orientation in employment and the provision of goods, services, facilities, education, use and disposal of premises and the exercise of public functions.

Equality Impact Assessment

Under the GED, there is a specific duty (as is also required for Race and Disability Equality) to ensure that current and future policies and practices do not discriminate against either sex, or maintain or lead to gender inequality.

To meet the Duty it is essential that gender impact assessments are undertaken and published for all policy developments and that the criteria for conducting such assessments are published. Therefore, when we revisit all policies we will need to:

- Identify the aims of the policy or practice
- Collect evidence on the impact of policies on both sexes
- When new policies are being developed, assess their likely consequences for both sexes
- Alter or amend proposed policies so that they promote gender equality and eliminate discrimination
- Resource those changes appropriately

Monitoring

Monitoring is necessary in order to identify that no adverse impact has taken place as a result of the implementation of a policy.

To meet the Gender Equality Duty, it is essential that aspects of school life are monitored to identify whether there is an adverse impact on children and young people. The following should be monitored:



- Achievement of pupils by gender (as reported in Exam Analysis to governors)
- Staff satisfaction levels by gender
- Distribution of staff pay scales

Involvement and Consultation

We have consulted with students, staff and trade unions (staff reps) in the development of our Gender Equality Scheme by:

- Staff Meetings
- Questionnaires (purposeful sample for students, staff and parents)
- Faculty Audits
- Governors meetings

(Full analysis of the feedback is attached with this policy document.)

In order to ensure that action is taken to meet the Gender Equality Duty, an action plan has been produced to make things happen, which outlines how the requirements of the Gender Equality Duty will be met. This action plan has been shaped in consultation with students, staff, trade unions, parents, as outlined above. The practice examples of good practice include:

Monitoring and Reporting

The monitoring of the actions outlined in the action plan will be monitored in accordance with the specified timescales. If any adverse impacts are identified during the monitoring process, the action plan will need to be revised.

An annual report will be produced which outlines the progress of the Gender Equality Scheme and assesses the implementation of the action plan for effectiveness. This report will be circulated to the Headteacher and Governors, and the findings will be used to improve the Gender Equality Scheme and feed into future practice.

This Scheme and Action Plan has been agreed by the Chair of Governors

General Data Protection Regulation

All data within this policy will be processed in line with the requirements and protections set out in the General Data Protection Regulation.

