



Glen Hills Primary School

Gender Equality Scheme

At Glen Hills, we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school irrespective of gender.

Under the gender equality duty all schools take action to:

- eliminate unlawful discrimination and harassment
- promote equality of opportunity between all genders.

Although at Glen Hills Primary School, we take positive steps to address gender inequality, we understand that there are many barriers that prevent pupils and staff from achieving and making the most of the opportunities we make available.

To promote gender equality, it is vital that the differences between all genders' experiences, attitudes and achievements in schools are understood so that our policies and practices can begin to break down these barriers.

However, we are aware of how factors such as ethnicity and social class also impact on the achievement of different genders. This scheme supports our work as set out in our, Inclusion policy, Disability Equality Scheme and Race Equality Scheme to tackle the many factors that affect pupil attainment.

This scheme sets out the work we will take to promote the gender equality duty over the next 3 years that will:

- eliminate unlawful discrimination and harassment;
- promote equality of opportunity between all genders; and
- result in improved outcomes for all staff and parents/carers in all aspects of school life, in the wider community and in employment.

Our objectives

- continued to challenge any gender issues in reading, writing and maths
- continue to identify the key gender equality issues for our school
- continue to ensure that incidents of sexist bullying and harassment are recorded

We will do this by:

- using our staff and curriculum to encourage equality for all sexes
- gathering relevant information and using to inform gender equality actions
- analysing pupil achievement data by gender
- consulting with relevant people and using that information to identify gender equality objectives/actions.
- raising awareness of this scheme and its aims through training, parents' meetings, our newsletters, staff meetings and curriculum.

Monitoring, review and evaluation

- Monitoring and review of the Equality Act Scheme – including gender equality action plan (see website) will be done as part of our self-evaluation as progress towards meeting this duty is a key part of school performance.
- Evaluation and review of this scheme will be carried out in line with our school development plan or emerging school needs.



Policy	<i>Gender Equality Scheme</i>
Reviewing Committee	<i>Full Governors</i>
Last Reviewed	<i>September 2022</i>
Ratified by Governing Body	<i>11th September 2023</i>