



Hollywood Primary School

Gender Equality Policy

THE SCHOOL CONTEXT

Hollywood Primary School is a two form entry Junior and Infant School in the Billesley ward of Birmingham. The school serves on area of predominantly private housing but with some local authority dwellings and is situated close to the boundaries of Worcestershire and Solihull. The school currently has 427 children on roll aged between four and eleven years of age. The overwhelming majority 80% are white European with 20% from other ethnic or mixed race backgrounds. Around 30% of the children are eligible to receive a free school meal. The pupils generally come from supportive families and most have a very positive attitude towards work and school.

The school pupil population in Spring 2016 was - 53% male 47% female

The school staff population in Spring 2016 was - 13% male 87% female

The governing body population spring 2016 was - 42% male 58% female

OUR COMMITMENT TO GENDER EQUALITY

This gender equality policy enables our school to meet our statutory obligations. The Equality Act (2006) amended the requirements of the Equal Pay Act (1970) and the Sex Discrimination Act (1975). It added to the duty to eliminate sexual discrimination and sexual harassment, the duty to promote gender equality.

We will actively promote gender equality and oppose gender discrimination in all its forms and foster positive attitudes and commitment to an education for equality.

Our commitment covers all aspects of school life and includes:

- Creating a school ethos, which promotes gender equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices. However, we understand that in some circumstances it may be appropriate to treat girls and boys, and women and men differently, if that action is aimed at overcoming previous, current or possible future disadvantage.
- Taking active measures to investigate report and act on incidents of gender discrimination.
- Collect and analyse school data and other gender equality relevant information.
- Consult all staff, pupils, parents and relevant local communities.
- Monitoring behaviour, discipline and exclusions to remove all practices procedures and customs, which are discriminatory.

- Monitoring all aspects of teaching and learning and the wider curriculum to assess the ways in which they might impact on gender equality.
- Admissions and attendance to follow LEA guidelines.
- Staff recruitment and professional development promote gender equality.
- Promote equality of opportunity
- Eliminate unlawful discrimination.
- Promote good relations between gender groups.

Taking active measures to investigate, report and act on incidents of gender discrimination

All members of staff (including non-teaching and office staff) have the responsibility to promote gender equality and to report any incidences of discrimination, which may arise in the school.

We understand that eliminating gender discrimination and harassment and promoting gender equality is in part an education function and a matter of cultural change. Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy will be dealt with in accordance with our school's anti-bullying and harassment procedures, and the disciplinary procedures for staff.

Where issues based on sex and gender come to the attention of the school, these will be dealt with according to our Child Protection procedures and our Whistle Blowing Policy will outline the procedures to follow.

Progress, attainment and assessment

The school assessment coordinator undertakes assessment analysis on a termly basis. Any findings related to the underachievement of any gender group is highlighted and they are targeted appropriately.

Behaviour, discipline and exclusions

Our procedures for disciplining pupils and managing behaviour are fair and applied equally to all pupils irrespective of gender. All procedures for excluding and reintegrating pupils are free from gender discrimination.

Personal development and pastoral care for our pupils

Through our PSHE, Circle Time, and Mediation Schemes of Work, and through the work of the Every Child Matters team (this includes- mentoring, playground pals), our pupils are comprehensively supported and guided.

All aspects of teaching and learning and the wider curriculum

Curriculum planning takes account of our commitment to gender equality. The criteria used for setting and other grouping are fair for all pupils. We endeavor to use assessment materials that are free from any unfair bias. Our aim is not only to encourage all pupils to oppose discrimination, but also to make sure they have the skills to challenge stereotyping as and when it occurs.

Admissions and attendance

We follow LEA guidelines on admission, which are fair to all gender groups. The school monitors pupil attendance and uses data to develop strategies to address poor attendance, and is aware in some cases absenteeism may be linked to gender.

Staff recruitment and professional development

Recruitment and selection procedures are consistent with the Gender Equality legislation and operate within the framework provided by the L.A.

Steps are taken to identify, support and provide opportunities for the professional development of staff and governors from all groups.

Review

Review of the gender equality policy will form the basis of an action plan where appropriate. It may also link to other action plans the school is obliged to produce, such as the School Development Plan. Subject leaders should refer to this policy when reviewing and updating their curriculum schemes of work.

The head teacher and senior management team will be responsible for updating and reviewing this policy and producing an action plan if necessary.

This policy will be reviewed as to its effective implementation on an annual basis and updated as appropriate.

April 2016