



GENDER EQUALITY SCHEME

Approved by the Governing Body 24th April 2010

Gender Equality Scheme 2011 - 12

Mission Statement

At Cumberland School, we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the school, irrespective of gender. The achievement of all pupils and pupils 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 pupils 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 Cumberland School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Checklist for school staff and governors

- ✓ Is information collected on gender with regard to both pupils and staff? Is this information used to improve the provision of services?
- ✓ Is pupil achievement monitored by gender? Are there trends or patterns in the data that may require additional action?
- ✓ Are pupils of both sexes encouraged to participate in school life? How is this shown through representation in school events such as class assemblies and the school council?
- ✓ Are pupils of both sexes given the same opportunities to participate in physical activity, both within and outside school hours?
- ✓ Is bullying and harassment of pupils monitored and is this information used to make a difference?
- ✓ Are stereotypes in terms of gender actively challenged in both the classroom environment and in the playground?
- ✓ Are pupils encouraged to consider career paths or occupations that are traditionally gender stereotyped?
- ✓ Is the school environment as accessible and welcoming as possible to visitors of both sexes; e.g., accessible to pushchairs? Are open evenings and other events which parents or carers attend held in an accessible part of the school?
- ✓ Are parents of both sexes encouraged to participate in their child's education; e.g., attending parents' evening, school concerts and assemblies?
- ✓ Is the governing body representative of the pupils, staff and local community that it serves?

Involvement and consultation

It is a requirement that pupils, staff, trade unions and those using school services should be involved in the production of the Gender Equality Scheme.

Cumberland School will consult with pupils, staff, trade unions and service users in the development of our Gender Equality Scheme by:

Consultation with pupils / staff / trade unions/parents to determine their priorities for the school with regards to gender equality over the next three years via:

- Focus groups
- Questionnaires
- Feedback slips
- Drop-in sessions

In order to ensure that action is taken to meet the Gender Equality Duty, Cumberland School will develop an action plan to make things happen, which outlines how the requirements of the Gender Equality Duty will be met. This action plan will be shaped by consultation with pupils, staff, parents, and all those that we provide a service to. *(It will be placed within the Whole School Development Plan)*

What should Governors do?

- Check that equality policies are explicit about gender
- Consult staff, pupils parents & carers and community groups to help determine the school's gender equality objectives
- Ensure we use information on how the school's policies and practices affect gender equality and the impact on current and proposed policies
- Produce a gender equality scheme that sets out actions and timescales to address identities issues (this will be part of the School Development Plan)
- Find an appropriate way to report annually on progress with the scheme

Creating an action plan

The Duty requires that schools must produce and publish an action plan. Cumberland School Action Plan will address the following points:

- Aspect of the duty
- Issue being addressed
- Action to be taken
- How will the impact of the action be monitored?
- How often will monitoring take place?
- Who is responsible for implementing the action?
- Start date
- End date

Monitoring and reporting

It is important to monitor the impact of the action taken to ensure that progress is being made towards meeting the Gender Equality Duty, and to ensure that no adverse impact is occurring as a result of the actions.

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 discussed by the School Leadership and form part of the Head teacher's Report to Governors, the findings will be used to improve the Gender Equality Scheme and feed into future practice.

For further information, please contact the Head teacher
This Scheme was agreed by the Governing Body on 24th April 2010

APPENDIX: 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. Within this Act a Gender Equality Duty was established for the public sector. The new legal Duty places a requirement on public bodies 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 monitor and review progress; the scheme will need to be reviewed every three years
- To conduct and publish gender impact assessments of all legislation and major policy developments and publish their criteria for conducting such assessments
- To develop and publish an equal pay policy including measures to address promotion, personal development and occupational segregation
- To consult employees and stakeholders in the development of the GES
- To publish an annual report on progress with the Action Plan

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. You 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
- Staff satisfaction levels by gender
- Distribution of staff pay scales

Employer duties

As an employer you will need to ensure that you eliminate discrimination and harassment in your employment practice and actively promote gender equality within your workforce

- ✓ Are gender aspects 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?
- ✓ Is bullying and harassment of staff monitored and is this information used to make a difference?

NOTE: The Equal Opportunities Commission Code of Practice on the Duty lists key employment issues that are usually the most common ones to be considered.

These include:

- 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 (it is a specific requirement of the duty that an equal pay policy is developed and this is covered in Dorset's Equal Pay policy)
- Work based training opportunities