POOL HOUSE C P SCHOOL

Gender Equality Policy

This policy applies to all governors, staff, pupils, parents/carers and visitors to the school, including all contractors.

1 What kind of school are we?

Pool House nurtures by example a caring attitude in our young people and a desire to be involved in the world around them. We begin to prepare them for the challenges in life that will face them in years to come.

2 Aims of the gender equality policy

Our gender equality policy builds upon the Mission Statement, core values and ethos of the whole school community. We recognize our statutory duty to eliminate unlawful sex discrimination and harassment and promote equality of opportunity between men and women. This policy will be an integral part of our school life.

3 Leadership, management and governance

The Governing Body is committed to eliminating unlawful sex discrimination and harassment and to promoting equality of opportunity between men and women. We will ensure that all our current policies are assessed for their impact. The governors will develop their knowledge and understanding of gender equality. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice.

It will be the responsibility of the headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have relevant training and support. The headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All staff have a responsibility for ensuring that the policy is implemented fully. The headteacher is the member of the senior management team with designated responsibility for gender equality.

The governors expect that **all staff** will know how to challenge gender bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting gender equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable boys and girls to reach their full potential; by how they ensure that boys and girls have full and equal access to the curriculum and by how they promote gender equality through learning and teaching, the curriculum and the quality of care and guidance. The governors expect all staff, pupils and parents/carers to support us in this work.

4 The school's commitment to gender equality

Ethos

The school will fulfil its commitment to gender equality by:

- promoting an atmosphere of mutual trust and respect among all members of the school community, regardless of gender;
- ensuring that all staff, parents/carers and pupils are treated with dignity;
- challenging gender stereotypes in all aspects of school life;
- encouraging classroom and staffroom discussion of gender issues which reflect on gender stereotypes, expectations and the impact on learning;
- striving to eliminate sexual and sexist bullying and violence.

Curriculum/learning and teaching

The school will fulfil its commitment to gender equality by:

- ensuring equality of access for both boys and girls to all areas of the curriculum, to include subject choice and careers advice to meet pupils' individual needs;
- ensuring that the curriculum is balanced and broadly based;
- ensuring that teachers' planning and delivery takes account of gender issues and the need to challenge stereotypes;
- ensuring that resources in all areas of the curriculum promote knowledge and understanding of gender issues;
- ensuring that any particular learning needs of boys and girls are met.

Achievement/attainment/assessment/progress

The school will fulfil its commitment to gender equality by:

- having procedures to monitor and track progress and achievement by gender in order to identify and respond to trends and patterns;
- striving to maintain equally high expectations of all pupils.

Attendance

The school will fulfil its commitment to gender equality by:

- monitoring pupil attendance by gender;
- using the data to develop strategies to address poor attendance.

Behaviour

The school will fulfil its commitment to gender equality by:

- monitoring pupil behaviour and exclusions by gender;
- using the information collected to ensure that procedures are applied fairly and equitably to all pupils, ensuring their safety and security in the school;
- developing and implementing strategies to address any gender specific examples of inappropriate behaviour.

Staff recruitment and career development

The school will fulfil its commitment to gender equality by:

- ensuring that all staff and governors responsible for appointing staff and reviewing staff performance and pay do not discriminate against women or men;
- taking account of the requirement to eliminate unlawful pay discrimination;
- ensuring that opportunities for professional development, career progression and promotion are free from unlawful sex discrimination.

Community/parental consultation

The school will fulfil its commitment to gender equality by:

- working in partnership with parents/carers and the wider community to develop positive attitudes to gender issues.

5 Implementation

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents/carers and staff by:

- collecting and analysing data and other information if appropriate
- checking progress against any action plan in place
- consulting with parents and carers and the school community as and when necessary

The school will publish annually any results of the monitoring and evaluation it has undertaken. Data will not be published which in any way makes it possible for an individual to be identified. This policy will be reviewed every year.

May 2026