



## GENDER EQUITY POLICY

### Our Aims

Both in and out of the classroom:

- To celebrate our diverse and inclusive community
- To champion social awareness and sustainability
- To empower courage, creativity and compassion in each student
- To inspire aspirational and authentic lifelong learners and leaders
- To nurture respectful, resilient and kind individuals

This policy is applicable to all pupils, including those in the EYFS.

Within the context of being a girls' school, the School is committed to ensuring that all pupils and employees and prospective pupils and employees have equal opportunity and are treated equally and fairly, irrespective of the protected characteristics as defined in the Equality Act 2010:

*age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation*

The primary aim of JAGS is to enable all pupils to take part as fully as possible in every part of school life by developing every child's self-confidence, recognising their strengths and encouraging them to achieve their full potential.

JAGS will:

- Promote positive attitudes towards pupils and staff and expect everyone to treat others with dignity and respect.
- Regularly consider the ways in which the taught and wider curricula will help to promote awareness of the rights of individuals and develop the skills of participation and responsible action.
- Seek the views of advisory staff and outside agencies and partnerships with other schools where appropriate. In planning the curriculum and resources, we will take every opportunity to promote and advance gender equity with a focus on women in the workplace.

- Bullying and prejudice related incidents, including gendered peer on peer abuse will be carefully monitored and dealt with effectively, liaising with appropriate agencies when necessary. Regular training will be given to both existing and new staff to ensure that they are aware of the process for reporting and following up incidents
- We expect that all staff will be role models for gender equity, deal with bullying and discriminatory incidents and be able to identify and challenge prejudice and stereotyping.
- Ensure that our PSHCE, RSE and wider curriculum covers effectively issues of gender equity in its widest sense, engaging with pupils, staff and parents.
- Take action to challenge gender stereotyping in subject choice and careers advice as a key part of our whole school curriculum.
- Ensure that pupils, staff and parents are aware of policies and procedures for dealing with harassment, highlighting that any language or behaviour, which is racist, sexist or potentially damaging to any minority group, is always unacceptable.
- Plan on-going events to raise awareness of gender equity.
- Include gender equity in the way we plan for school improvement.

To promote gender equity, it is vital that the differences between male and female experiences, attitudes and achievements in schools are understood so that our policies and practices can begin to break down these barriers where they might exist.

## Curriculum

Each area of the curriculum is planned to incorporate the principles of equity and to promote positive attitudes to diversity and gender equity. All subjects contribute to the spiritual, moral and cultural development of all pupils.

## Teaching and Learning

Teachers ensure that the classroom is an inclusive environment in which pupils feel all contributions are valued and positive steps are taken to allow all pupils to participate. Teachers challenge stereotypes and foster students' critical awareness and concepts of fairness, enabling them to detect bias and challenge inequalities.

Resources and displays reflect the experience and backgrounds of pupils, promote diversity and challenge gender stereotypes in all curriculum areas. They are reviewed regularly to ensure that they reflect the inclusive ethos of the School.

## Monitoring, review and evaluation

This policy will be reviewed yearly in collaboration with pupils and staff.

## Supporting Policies

This policy and all associated procedures apply to all staff (including volunteers and students on placement), young people and visitors and should be read in conjunction with the following policies demonstrating our commitment to challenging discrimination and promote equity for all:

- Anti-Bullying
- Anti-Racism
- Confidentiality
- Complaints
- Educational Visits
- Health and Safety
- Online Safety
- Promoting Positive Behaviour
- Recruitment
- Safe Working Practices
- Safeguarding and Child Protection
- Staff Code of Conduct
- Use of Reasonable Force
- Whistleblowing

For more information download guidance from the DfE: <https://www.gov.uk/government/publications/equality-act-2010-advice-for-schools> and Equality Human Rights website: <http://www.equalityhumanrights.com> which includes the guidance for education providers (schools).

Aspects of educational legislation have also promoted equal opportunities, for example the Education Act includes a duty for local authorities to educate children with special educational needs in mainstream schools, wherever possible