



## **ST GREGORY'S GENDER EQUALITY POLICY**

### **The Ethos of our School:**

*St Gregory's promotes learning for life.*

St Gregory's has an excellent reputation based on its high standards of pastoral care, behaviour and achievement within a Christ-centred environment. An emphasis on teaching respect, manners and kindness ensures that children are happy, considerate and well-behaved, following our school motto: "Be kind, be fair, be honest." We are passionate about learning and deeply committed to the highest possible standards of achievement for all our pupils within a loving and caring Catholic community. We believe that secure relationships with peers and staff and enjoyable and engaging lessons are the essential ingredients for effective learning and development. We provide encouragement and opportunity for children to find and develop their individual talents and skills and we actively promote participation in music, drama and sport. A dedicated team of staff and governors ensures that the school's continual development and pursuit of high standards across a broad and balanced curriculum is maintained. Applications to the school have consistently exceeded our capacity in recent years, so parents are strongly advised to consult our school's admissions criteria before applying for a place.

### **The Aims of our School**

To create an inclusive culture of achievement, high standards and high expectations:

To promote the spiritual, moral, social and cultural development of all of our children.

To create a stimulating school environment where children feel valued and safe. Bullying is not tolerated.

To enable all children to use language and mathematics effectively.

To ensure that all children have equal access to effective teaching and learning in all areas of a rich, broad, balanced curriculum.

To develop sensitivity, friendliness, courtesy and tolerance towards others.

To help children develop lively, enquiring minds, the ability to question and discuss rationally and to acquire knowledge, skills and understanding relevant to a fast changing world.

To be a school dedicated to self-evaluation, ongoing review and continuous improvement.

At St Gregory's we promote inclusion and equality and strive to challenge discrimination in all forms. Our commitment to challenge discrimination and promote equality for all is demonstrated through our:

***Ethos***

***Aims***

***Equal Opportunity Policy***

***Race Equality Policy***

***EAL policy***

***Disability Equality Scheme***

The range of activities detailed in our Gender Equality Policy clearly demonstrates our commitment and determination to promote gender equality.

This policy will be regularly monitored, reviewed and developed in line with our core values, user feedback, best practice and legislation. We are confident that during the next three years, by progressing the actions in our Scheme, we will make accelerated progress in further promoting gender equality within our school community.

Under our gender equality duty all schools we must take action to

eliminate unlawful discrimination and harassment

promote equality of opportunity between men and women.

We take positive steps to address gender inequality but we understand that there are many barriers that prevent children and staff from achieving and making the most of the opportunities we make available.

Factors such as ethnicity and social class also impact on the achievement of boys and girls. This scheme supports our work tackling these many factors that affect pupil attainment.

To promote gender equality 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.

This Policy 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 men and women

result in improved outcomes for girls, boys, male and female staff and parents/carers in all aspects of school life, in the wider community and in employment.

Key gender issues for all those working with children and young people.

We set out five areas of outcomes in which to improve the life chances for all children and young people. These outcomes have significantly different dimensions for girls and for boys.

***Be Healthy***

***Stay safe***

***Enjoy and achieve***

***Make a positive contribution***

***Achieve economic well being***

We take a key role in shaping the values and attitudes of children and young people and take a lead in challenging gender based harassment, bullying and violence and stereotyping

Take action to challenge gender stereotyping in subject choice and careers advice as a key part of our whole school curriculum

Include the gender equality duty in the way we plan for school improvement

Build on our positive work around the Healthy Schools initiative

Investigate and address complaints of any forms of bullying and/or harassment

Monitoring, review and evaluation

Evaluation and review of this policy will be carried out in line with our school improvement plan.

The work identified in this policy will be included in our school improvement plan.

Monitoring and review of the policy will be done as part of our self-evaluation as progress towards meeting this duty is a key part of school performance.

This Policy will monitor by gender in a range of areas including:

***pupil achievement***

***exclusions***

***recruitment, retention and career development of disabled staff***

***participation***

***Reporting on progress***

This Policy will be reviewed annually and the main findings will be reported to parents in the school profile and to the full governing body.