



Hardwick Community Primary School

Gender Equality Scheme

2009-2012

1. RATIONALE

- 1.1 At Hardwick Community Primary School we aim to provide equality and excellence for all in order to promote the highest possible standards.
- 1.2 Our Gender Equality Scheme is based on the following school values, which underpin all our work.
 - We seek to provide a safe, secure and stimulating environment in which all children will feel happy, cared for and confident, nurturing high self-esteem by the celebration of their endeavors and successes in all areas of their life.
 - We are committed to providing a high standard of education, through a broad, balanced and stimulating curriculum, which will foster independence, encourage personal achievement and prepare each child for life in the wider world.
 - We offer equal opportunities by recognising that all children have individual needs and learning styles, which we will strive to meet through the use of a variety of teaching methods allowing children to reach their full potential.
 - We believe in developing children's moral and spiritual awareness, encouraging children to understand the feelings and values of others and to consider thoughtfully their own attitudes, values and beliefs.
 - We recognise that our society is diverse and multi-cultural and we foster mutual respect and tolerance of everyone.
 - We recognise the importance of parents and carers as co-educators and promote strong links between school, home and the wider community.
 - We actively promote children's thinking skills, innovation and creativity as well as attitudes of honesty, commitment, self-discipline and responsibility.
 - We are committed to providing opportunities in school for enhancing emotional and physical health.
- 1.3 At Hardwick Community Primary School we are committed to ensuring equal treatment of all our pupils, parents/carers, employees and any others involved in the school community, whatever their gender.
- 1.4 Our school will not tolerate harassment of young people or adults on the basis of their gender.
- 1.5 Our school will not discriminate unlawfully between men and women or between boys and girls.
- 1.6 This scheme should be read in conjunction with our Single Equality Policy; Anti - Bullying Policy; Positive Behaviour Policy; Educational Visits Policy; SEN Policy; Disability Equality Schemes; and all relevant Personnel policies.



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2.0 OUR DUTIES AND THE ROLE OF THE GOVERNING BODY

The following General and Specific duties are outlined in The Equality Act 2006.

- 2.1 The General Duty requires that every public authority should:
 - Eliminate unlawful discrimination and harassment
 - Promote equality of opportunity between males and females
- 2.2 Public bodies are required to comply with the Specific Duties which are:
 - To prepare and publish a Gender Equality Scheme showing how the school will meet its general and specific duties including setting out its gender equality objectives.
 - In formulating its overall objectives, to consider the need to include objectives to address the causes of any gender pay gap.
 - To gather and use information on how the school's policies and practices affect gender equality in the workplace and in the delivery of services, in particular education functions.
 - To consult with stakeholders in the development of the Gender Equality Scheme.
 - To assess the impact of its current and proposed policies and practices on gender equality
 - To implement the actions set out in its scheme within three years, unless it is unreasonable or impractical to do so.
 - To publish an annual report on the scheme each year and review the scheme every three years.

3.0 CHARACTERISTICS OF OUR SCHOOL AND COMMUNITY –GENDER AND SIGNIFICANT FACTORS

- 3.1 Hardwick Community Primary School serves a community encompassing the villages of Hardwick and latterly Cambourne. A number of pupils also travel to us from a number of outlying villages. However new housing developments have increased the volume of social housing in the area. Over the last two years the catchment has also included, at the request of the county council, children from the village of Cambourne. This now constitutes over 20% of the pupil population. This has led to a large increase in pupil numbers in KS1 and EY classes and has also greatly increased pupil mobility in the last 2 years. Cambourne has a very different socio-economic profile to that of Hardwick with high levels of social housing.
- 3.2 Our enriched and innovative curriculum gives all children the opportunity to participate in a wide range of activities both during the school day and as part of our extensive extra-curricular activities. We fully include all pupils in all activities and ensure all members of teaching and support staff have on-going training to meet the varying needs of our pupils
- 3.3 The school serves the wider community by actively encouraging community use of the premises, with the two halls and community room being used every day (both during and after the school day, and at the weekends for a range of lettings). In addition to



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this, strong links are formed with a number of these groups to encourage their participation in and contribution to school activities.

3.4 Our Gender Profile

Over the last few years the ratio of boys to girls has altered, with a trend to just over 4% more boys than girls.

There are currently 3 male members of teaching staff, and one male TA. The rest of the staff (34 staff members) are female. The school however actively seeks to improve this ratio.

There is an almost equal split on the governing body.

The community groups that use the school provide a range of activities suitable for either or both genders (eg, Pilates, Gardening Club, Fencing).

3.5 Gathering Information

To meet the Gender Equality Duty, it is essential that we monitor aspects of school life to identify any possible gender discrimination.

Information for monitoring is gathered from a variety of sources:

- medical registers
- SEN register
- Questionnaires for pupils, parents, and other stakeholders
- School performance data
- School admissions data
- attendance data
- school council discussions
- data related to participation in extra curricular and residential visits

3.6 Involvement and consultation

Hardwick Community Primary School has consulted with all staff, governors and the wider community in the development of our Gender Equality Scheme. This consultation took the form of questionnaires and on-going discussions with a range of stakeholders. These consultations will be ongoing, in order to monitor the impact of our scheme and evaluate our actions to inform future planning.

3.7 What we are doing

- Information is collected on gender with regards to both pupils and staff.
- Pupil achievement is monitored by gender to see if there are any trends or patterns in the data that may require additional action.
- Pupils of both sexes are encouraged to participate in school life through representation in school events such as Golden Morning activities, class assemblies and the school council.
- Pupils of both sexes are given the same opportunities to participate in physical activity, both in and outside of school hours.
- Bullying and harassment of pupils is monitored and action taken if necessary.
- Stereotypes in terms of gender are actively challenged in both the classroom environment and in the playground.



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- The school environment is as accessible and welcoming as possible to visitors of both sexes.
- Parents of both sexes are encouraged to participate in their child's education e.g. attending parents' evenings, information evenings and school events. They are also encouraged to share their experiences with regard to topic areas and Golden Morning activities.
- The governing body reflects all members of the school and local community.

As an employer, Hardwick Community Primary Schools seeks to avoid unlawful discrimination towards and harassment of its staff and actively promotes gender equality in the workforce by:

- Considering gender aspects when appointing staff or re-evaluating staff structures, to ensure decisions are free of discrimination.
- Recording of the following information based on the criteria listed below which is drawn from The Equal Opportunities Commission document "Gathering and using information on gender equality".

Pay and benefits	Pay rates and performance related pay. Gender pay gap i.e. the difference in the average pay of men and women
Job types and areas	Types of job that staff are performing ('horizontal' occupational segregation) Staff working at different grades ('vertical' occupational segregation) Duration of employment at different grades for full and part-time staff Barriers to progression for male and female staff
Recruitment and promotion	Gender profile of applicants, short-listed candidates and staff appointed Gender profile of staff promoted
Working hours	Flexible working Staff in part time and full time work
Training and development	Staff training needs Staff applying for and undergoing training
Performance Management and Appraisals	Staff appraisal grades
Grievances	Staff raising grievances
Sexual harassment	Incidence of sexual harassment complaints Outcomes of sexual harassment complaints Staff undergoing training on prevention of sexual harassment
Disciplinary action and dismissals	Incidence and outcomes of disciplinary action Staff dismissed



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Bullying and harassment	Incidence of bullying and harassment complaints Outcomes of bullying and harassment complaints
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3.8 Making things happen

In order to ensure that action is taken to meet the Gender Equality Duty Hardwick Community Primary School has drawn up an Action Plan, which outlines our general and specific duties (See Appendix 1).

4.0 ACTION PLAN

4.1 Our Action Plan forms part of our Gender Equality Scheme and shows what we intend to do over the next three years to meet the needs of our school community and our statutory duties. We recognise that in our changing population our plan will need to be reviewed annually and its impact measured. Overall responsibility for the plan is taken by the Headteachers and the Governing Body. The everyday implementation of the plan is the responsibility of the Headteachers.

5.0 MONITORING AND REPORTING

5.1 This action plan will be reviewed every year by the Governing Body and in consultation with stakeholders. Copies of the school's Gender Equality Scheme will be available on the school website and from the school office.

5.2 Assessing the impact of school policies

In order to ensure that action is taken to meet the Gender Equality Duty, Hardwick Community Primary School will review all policies on a rolling programme as highlighted in the school's action plan. When carrying out these reviews or creating new policies, the School will:

- Assess the likely or possible consequences for both sexes
- Alter or amend proposed policies where necessary so that they promote gender equality and eliminate discrimination
- Identify actions arising from the policy, which need to be added to the Action Plan, including the collection of associated evidence on the impact of the policy and actions.

This Scheme and Action Plan has been agreed by the Governing Body:

Signed -----
Chair of Governors

Date -----