

Gender Policy

Overview

At Barkisland CE (VA) Primary School all will be treated equally and given equal opportunity regardless of gender, this also includes gender variance. Inclusion at Barkisland is paramount. Staff will ensure that all children are fully and equally included in lessons and given equal access to time and resources. Learner's achievements and assessment data will be analysed to see if there are important implications about differences in achievement between different groups and where necessary appropriate action will be taken to ensure that all have equal opportunity to achieve.

Under the 2010 Equality Act all protected characteristics will be recognised and acceptance taught as an embedded aspect in all curriculum areas: disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

Objectives

1. To ensure that all children are treated equally
2. To ensure that all children have equal access to the curriculum, teaching, learning and resources.
3. To recognise, celebrate and record learners' achievements, progress and successes to encourage a positive self-image.
4. To ensure that male and female adults in school treat each other equally and without gender bias to provide good role models for the pupils.
5. To ensure that the teaching and learning of the curriculum makes learners aware of gender issues and inequalities within our society and in the world community.
6. To encourage learners to raise questions and challenge any unequal treatment wherever it is encountered.
7. To ensure that learners understand the equal importance of different genders including gender variances, in relationships, families, education and the world of work.
8. To challenge and correct negative stereotypes which denigrate or devalue either gender and to promote positive images of all children, including gender variances.

Strategies

1. To treat all children equally by giving them equal opportunities in teaching learning, the curriculum and extra-curricular activities.
2. To ensure that all children are asked questions, given responsibilities, involved in lessons and activities equally.
3. To give all children equal opportunities to be seen as leaders by providing equal opportunities for all to lead teams, groups activities and be spokes persons when these roles are allocated.
4. To avoid using gender stereotypes and to challenge stereotypes when they are encountered in daily life or within books, stories, role play or any other situation.
5. Where necessary INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials and activities to address gender inequalities.
6. To use teaching, learning, the curriculum, visitors and visits to present all children, including transgender children, with positive role models of different genders.
7. To present learners with positive images and examples of different genders, including gender variances, in citizenship, personal and social education, history, education for economic awareness and other aspects of the curriculum.
8. The positive achievements of pupils will be celebrated and recognised equally and without gender bias.

9. All children, will be given equal access to ICT, design technology, games and sport, tools, equipment and the playing areas of the school.
10. Where children are experiencing gender questioning, gender related distress or need support around their gender, school will deal with this as deemed appropriate; each case will take into consideration the child's age, safety, wishes and particular circumstances before action is taken.

Outcomes

Everyone at Barkisland will recognise that all children are different but equal in every way in our school community. All will treat others well and respect them. All pupils will be encouraged to develop positive images of themselves and others. All will be fully included in every aspect of the school's life and work and any gender bias encountered will be challenged and eliminated.

Barkisland School is committed to tackling any homophobic, biphobic and transphobic bullying. We make sure that all pupils and staff are accepted without exception, and we champion diversity and celebrate difference.

Written by: Inclusion Manager

Reviewed: Nov 2020, Nov 2022

Approved by Governing Body: Nov 2020, Nov 2022