



# Gender Equality Policy

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## **GENDER EQUALITY SCHEME**

Throughout this document, reference to Ashcroft Technology Academy is deemed to mean the Academy through its over-arching Trust, Prospect Education (Technology) Trust.

### **The Equality Act 2006**

The Equality Act 2006 amends the Sex Discrimination Act to place a statutory duty on Ashcroft Technology Academy, when carrying out operational functions, to have due regard for the need:

- to eliminate unlawful discrimination and harassment
- to promote equality of opportunity between men and women.

This scheme outlines how the Academy will fulfil this duty, including a set of specific measurable targets.

### **Academy Context**

#### **Trust Aims and Values**

This scheme sets out the Academy's commitment to promoting equality and eliminating sexual discrimination and harassment.

At Ashcroft Technology Academy we will continuously strive to ensure that everyone is treated with respect and dignity. Each person at our Academy will be given fair and equal opportunities to develop their full potential regardless of their gender, ethnicity, cultural and religious background, sexuality, ability, disability or special educational needs.

The Academy will work actively to promote equality and foster positive attitudes and commitment to an education based on equality.

This will be achieved by:-

- Treating all those within the Academy community (eg students, staff, trustees, Executive Board members, parents and the community) as individuals with their own particular abilities, beliefs, challenges, attitudes, background and experience)
- Creating and maintaining an Academy ethos which promotes equality, develops understanding and challenges myths, stereotypes, misconceptions and prejudices
- Encouraging everyone in the Academy community to gain a positive self image and high self esteem
- Having high expectations of everyone involved within the whole Academy community
- Promoting mutual respect and valuing each other's similarities and differences and facing equality issues openly and honestly
- Identifying, challenging and removing all practices, procedures and customs which are discriminatory and replacing them with practices that are fair to all
- Monitoring, evaluating and reviewing all the above to secure continuous improvement in all that the Academy does.

#### **Roles and responsibilities**

This gender equality scheme links to other specific policies and action plans that the Academy produces including the Academy Strategic Plan.

This scheme outlines the roles and responsibilities of everyone involved and connected with the Academy so that each person knows what is expected of them. **Promoting gender equality and raising the achievement of all students is the responsibility of the whole Academy staff.**

The gender equality scheme will be included in the list of policy documents. Academy induction procedures will highlight duties implied by this policy in the same way as child protection, health and safety and behaviour policies form part of the induction process.

### ***The Principal and Leadership Group***

The senior staff team will demonstrate through their personal leadership, the importance of this scheme. The Principal will assess and monitor the impact of the scheme and will report outcomes to the Executive Board annually.

### ***The Executive Board***

The Executive Board has agreed this scheme and will assess and monitor the impact of the policy annually. One member of the Executive Board will have specific responsibility for monitoring this policy, acting as the designated board member on matters of equality.

### ***All staff***

All staff will familiarise themselves with this scheme and know what their responsibilities are in ensuring that it is implemented. Teachers will be aware of what their responsibilities are to ensure that the scheme is implemented. They will know the implications of the scheme for their planning, teaching and learning strategies as well as for behavioural issues.

### ***Students***

Students will be made aware of how the gender equality scheme applies to them. They will learn to treat each other with respect and to have the confidence to report incidents of harassment to adults.

### ***Parents/Carers***

Parents and carers will be made aware of the existence of the gender equality scheme and be encouraged to participate fully in implementing it within the Academy – particularly by reinforcing its ethos at home. They will be invited to comment on the scheme and will be regularly updated on progress.

## **Training**

All staff and members of the Executive Board will be aware of the gender equality scheme and their responsibilities under it. All new staff and members of the Executive Board will have the policy outlined to them as part of induction arrangements. Following revision of the scheme, changes will be communicated to all staff and training will be arranged as necessary. All students will be given an overview of the scheme following its formal adoption and their responsibilities with regards to it, outlined.

## **Breach of the policy**

The Academy will ensure that all members of the Executive Board, staff, students and parents are fully aware of the content of the gender equality scheme and their responsibilities under it. All members of the Executive Board, staff, students and parents will be expected to abide by the policies and principles set out in the scheme and related policies. All persons covered by the scheme will be aware of their responsibility to report any action which constitutes or could be deemed to constitute a breach of the policy – in the first instance to the Principal and/or staff member with responsibility for equality matters. It will be for the Principal, in consultation with other relevant staff, to decide on an appropriate response to any breach of the scheme depending on circumstances and seriousness. This may include amongst other actions:

- Formal or informal warnings (under the Academy's Behaviour Policy or Disciplinary Policies)
- Involvement of the Executive Board
- Fixed term or permanent exclusion

## Monitoring, Assessing and Reviewing the Scheme

The Academy will monitor the impact of this scheme on students, parents and staff. In particular, the Academy will monitor the impact of the policy on the attainment levels of Academy students.

To monitor the attainment of Academy students, the Academy will collect information about students' performance and progress, analyse it and use it to examine trends. To help interpret this information, the Academy will monitor other areas that could have an adverse impact on students' attainment such as:

- Exclusion
- Curriculum, teaching and learning (including language and cultural needs) and provision for students with special educational needs and gifted and talented students
- Praise and sanction
- Membership of the Executive Board
- Parental involvement
- Working with the community
- Support advice and guidance

Monitoring information will assist the Academy to see what progress it is making towards meeting gender equality targets and aims. In particular it will help to:

- Highlight any difference between students
- Ask why these differences exist and test explanations given
- Review the effectiveness of current targets and objectives
- Decide what further action will be necessary to meet particular needs and to improve the performance of students (which might include positive action)
- Rethink and set targets in relevant strategic plans
- Links will be made with Performance Management objectives which will include qualitative information as well as quantitative data
- Take action to make improvements

## Assessing the impact of policies

The Academy will introduce an Equality Impact Assessment process to monitor the impact of new or significantly amended policies on all our students, parents and members of staff. The results of Equality Impact Assessments will be submitted to the Executive Board and will be available to parents and students on request.

The Academy will continue to assess the effectiveness of existing policies through existing arrangements for developing and reviewing other Academy policies. The main questions for assessing the impact of **all** Academy policies – giving special attention to students' attainment levels – will include the following:

Does the Academy help all students to achieve as much as they can, and get the most from what is on offer, based on their individual needs?

Which groups of students are not achieving as much as they can? Why not?

How does the Academy explain any differences? Are the explanations justified?

Does each relevant policy include aims to deal with student attainment differences between male and female students? Do policy aims lead to action to deal with differences that have been identified (for example, extra mentoring for students, or steps to prevent bullying)?

What is the Academy doing to raise standards and promote equality of opportunity for students who seem to be underachieving and who may need extra support?

Can any action the Academy takes be traced back to individual policy aims and related targets and strategies?

Is the action taken appropriate and effective? Are there any unexpected results? If so how are they being handled?

Does each relevant policy include aims to promote equality and harmony, prevent or challenge discrimination?

Does each relevant policy's aims lead to effective action?

What changes does the Academy need to make to relevant policies, their aims and any related targets and strategies?

### **Making the Scheme Available**

The Academy will make this gender equality scheme widely available both within the Academy community and in the wider community so that all Trustees, Executive Board members, staff, students and parents are aware of it and its contents.

We will do this by:

- Formally adopting the policy at a meeting of the Executive Board and recording this in the minutes
- Creating an awareness of and making copies of the scheme available to all members of staff
- Discussing the scheme with students and making sure they know what it means
- Making copies available on line to parents or issued to parents by mail upon request.