



## Gender Equality Scheme for Mitcheldean Endowed Primary School

### **Our Vision:**

*To ensure that every child receives the highest quality education that is engaging, enriching and inclusive, in an environment that works hard to develop, support and care for all its members, with people that foster mutual respect and encouragement in accordance with Christian Values.*

*Our Governing Body is committed to ensuring that procedures in school are fair and non-discriminatory, this includes discrimination due to gender or sexual orientation.*

### **Children:**

- 1) Every effort is and will be made to ensure that all children are able to access all aspects of the National curriculum and wider school life.*
- 2) On occasion it might be necessary to positively discriminate in order that every child is able to achieve the highest standards possible across the curriculum and beyond.*
- 3) Children will be actively encouraged to participate in activities that may have a gender stereotype e.g. All children will learn how to play football and netball.*
- 4) The school will aim to include resources such as books and posters that avoid gender stereotyping.*
- 5) Children will be discouraged from using terminology inappropriately.*
- 6) Governors and staff will need to be aware that with specific children the age appropriateness of procedures will need to be taken into consideration.*
- 7) Bullying of children because of gender or sexual orientation like any other form of bullying will not be tolerated and this Scheme should be cross-referenced to our Anti-bullying Policy our Behaviour and Discipline policy and our Safeguarding Policy.*

### **Adults:**

- 1) All job opportunities are open to people of either gender.*
- 2) All opportunities for career development are open to all members of staff.*
- 3) No member of staff or governor will discriminate against another on the grounds of gender or sexual orientation*
- 4) Bullying of a member of staff or a governor by another member of staff or a governor will not be tolerated and disciplinary action will be taken if this is substantiated.*
- 5) Bullying of an adult by a child will be treated, as a matter of disrespect and our behaviour policy will be enforced.*
- 6) All goods and services contracts will be awarded on terms of Best Value irrespective of gender or sexual orientation.*

October 2014

Renewal date Autumn 2017