

## Gender Equality Scheme

St Margaret's CE Primary School

Our mission statement:

*"We seek to be a learning centre of excellence at the heart of the local community, fostering the intellectual, spiritual and emotional development of all who play a part in the school, looking to follow the teachings of Jesus in all we do"*

The Gender Equality Scheme is in response to meet the statutory duty to prepare and publish such a document.

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
Achievement of pupils		Continue to use assessment for learning daily and provide additional support/intervention	Ongoing	Teachers and teaching assistant	Regular HT/teachers meetings to monitor progress and impact of support
Sports	All pupils are given an equal opportunity to participate in sports. We promote inclusion.	Continue to offer sports to all pupils	Ongoing	Teachers and teaching assistant Sports coaches	List of pupil participation
After school clubs	All pupils are given an equal opportunity to participate in after school clubs. We promote inclusion.	1. Continue to offer after school clubs to all pupils	Ongoing	Teachers and teaching assistants	HT
Staffing	Recruitment - all positions advertised are open to males and females. Applications are judged strictly on merits. Points are given to each candidate based on how their application meets the relevant school criteria.	To ensure all applications are considered purely on merit	As and when vacancies arise	Governors/HT	Governors/HT
Staffing - pay	All employees are paid in line with nationally agreed pay scales	To ensure all staff are paid at the correct scale	Ongoing	Finance Dept (bought in service) HT/bursar	HT/bursar/ finance dept/auditors

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
Use of supply teachers	We contact an agency who supply teachers both male and female depending on availability. Any preferred choice is based on relationships with pupils, ability to follow school discipline code and teaching ability.	To ensure appropriate supply cover obtained to promote continuity and progression in children's learning	Ongoing	HT/teachers	Regular HT/teachers meetings to monitor progress and impact of support
Students including work experience	Placements are encouraged from both male and female students	To ensure all students receive appropriate training and that trainee teachers promote continuity and progression in children's learning	As and when students are in school	HT/student mentor	Regular HT/teachers meetings to monitor progress and impact of support Mentor meetings with students
Outside agencies	Nurses/Educational psychologists/support workers etc. - male and female support staff are welcome in our school	To ensure all pupils have access to appropriate support	As and when required	HT/SENCo/teachers	Regular HT/SENCo meetings to monitor progress and impact of support

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Governors	Positions are open to male and females. If we are in the fortunate position of having too many Governors than places - the needs of the school will be paramount.	To ensure the school is well governed	As and when vacancies occur	Chair of Governors/HT/Governor services (bought in)	Annual review of governing body
Policies	These have recently been reviewed	To ensure all policies are considered and meet any statutory duty and government guidance. To prepare a written timetable to review policies on a three year rolling programme.	Ongoing * whenever new policy written	HT Teachers Governors	Governors policy reviews
School		To ensure when the plan is re-written reference is made - explicitly - in each section to the Equality Objectives	Summer 2007 and ongoing	HT Teachers Governors	Governors meetings - update and review school development plan
SEF		To ensure when the plan is re-written reference is made - explicitly - in each section to the Equality Objectives	Autumn 07 and ongoing	HT Teachers Governors	Annual School improvement partner Autumn meetings

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
Contact with parents	Letters are addressed to both parents. Separated parents receive individual letters. Invitations to events are addressed to both parents. Separated parents receive individual letters. Newsletters are given per family to the eldest child.	To continue to involve both parents in pupil's education  Post newsletters to parent with whom the child is not resident	Ongoing  Summer 07	Bursar HT Teachers	Copies of letters on server  Postage book
Uniform	Girls have option to wear trousers. Boys are not given the option to wear skirts.	Amend prospectus to list uniform without reference to boys and girls	Summer 07	HT	Governors Summer meeting
Procurement	Services are requested without reference to gender	To continue to ensure all services are requested based on the needs of the school	Ongoing	All staff	Copy of orders Request details
Lining up and seating arrangements	Children line up and sit in mixed gender groups				