



Porters Grange Primary School Gender Equality Scheme

Introduction

- Porters Grange Primary School's Gender Equality Scheme is one of a number of measures taken by our school to meet our commitment to promote equality of opportunity for all our stakeholders.
- The Equality Act 2006 amends the Sex Discrimination Act 1975 placing a statutory duty on schools and public authorities to eliminate discrimination and harassment and to promote equality of opportunity between men and women.
- This duty applies to all our functions as a school.
- The Equality Act introduces specific duties which we must plan, deliver, evaluate and report. At Porters Grange we are promoting positive action and actively promote gender equality, not just to avoid discrimination.
- The gender equality duty will ensure we consider the different issues and priorities for men and women employed by our school.
- We recognise at Porters Grange, that when making decisions we are also required to take actions to tackle the consequences of past decisions if they failed to take regard of gender equality.

School Functions and Policies

- It is a fundamental principle for our school policies that all stakeholders (parents, governors, staff, learners, visitors, and agencies) are valued with regard to their gender, age, disabilities, culture, ethnicity, race, language, faith or sexual orientation.

Assessment and Monitoring

- At Porters Grange we actively seek to promote equality through policy development. We constantly monitor equality in our school.

Consultation and Communication

- We regularly consult with our stakeholders from parents to staff, governors to learners. This cycle is part of Section 2 of our SEF evidence gathering. We constantly focus on equality of opportunity.
- All new staff are made aware of our policies through our staff handbook and by induction by the SLT, the year group and staff meetings.

Curriculum provision

- At Porters Grange we ensure that the curriculum plans promote equality. Gender stereo typical images, views and language are avoided. Learning support materials and teaching materials reflect an inclusive approach.

Complaints

- At Porters Grange we recognise the importance of feedback. We have a variety of media to express views from our home-school diaries, parent interviews, questionnaires and website to our 'open door' policy. All outcomes are discussed and acted upon through the senior leadership team.