



Westfield School

Gender Equality Policy

Staff Responsible:	D Hague
Date of last review:	Summer 2016
Date of next review:	Summer 2018



Westfield School

Gender Equality Policy

The college publishes this policy in accordance with its responsibilities under the Sex Discrimination Act 1975 and Equality Act 2006

Westfield School is committed to providing a learning environment free from sexual discrimination and recognises the important role education has to play in preparing people for life and employment.

Introduction

The Gender Equality Duty (Gender Equality Act April 2007), The Equality Act (2006), the Equal Pay Act (1970) and the Sex Discrimination Act (1975) have contributed to the shaping of our Gender Equality Policy. The Policy will endeavour to eliminate sexual discrimination and sexual harassment and will by its duty, promote gender equality. Westfield School recognises and understands that despite individual legal rights to sex equality, discrimination still exists in our society. Both sexes can suffer from the stereotyping of their roles and needs and this must be challenged and overcome. At Westfield School, we are committed to ensuring equality of education and opportunity for staff, pupils and all those receiving services from the college, irrespective of gender. The achievement of all students will be monitored on the basis of gender and we will use this data to raise standards and ensure inclusive teaching. We will aim to provide our students with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes. We will seek to eliminate unlawful discrimination against students and staff by adhering to our duties as an employer under the legislation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

This policy is Westfield School statement of recognition of our responsibility to help each individual find his/her own way of rising to an increasing range of challenges and to develop their unique talents, skills and traits as far as it is possible to do so during their time at Westfield School.

Gender equality also applies to all members of the college community – students, staff, governors, parents and community members. The college seeks to be a caring, supportive partnership of students, staff, parent/carers and the wider community.



Westfield School values each member of the college community regardless of gender. We are committed to creating gender equality for people of all races, nationalities, cultures, religions, sexual orientation whatever their class, age, physical and intellectual ability. We are committed to the belief that each person has the right to work and to learn in an atmosphere of respect and safety and to have an equal opportunity to achieve their academic potential, and to develop socially and personally as a unique individual. We value and accept each other's differences and feelings. Remarks or actions which hurt or offend are unacceptable and will always be tackled by the college in an appropriate way.

Westfield School welcome its responsibilities under the Sex Discrimination Act 1975 and Equality Act 2006

Westfield School has due regard for the need to, and works to:

- Eliminate unlawful sexual discrimination
- Eliminate sexual harassment
- Promote gender equality

By unlawful sexual discrimination we mean treating one person less favourably than another on grounds of sex or gender. We understand that this could be done directly but that it could also occur indirectly. Indirect discrimination means that a particular policy or practice may impact more negatively on one gender than on the other, or may favour one gender to the disadvantage of the other.

By sexual harassment we refer to behaviour or remarks based on a person's sex or gender, perceived to be unpleasant, threatening, offensive or demeaning to the dignity and self-esteem of the recipient or subject. We see such behaviour as also damaging to the perpetrator.

We understand 'sex' to refer to the **biological** differences between males and females and 'gender' to refer to the wider **social** roles and responsibilities which structure our lives. By promoting gender equality our intention is to recognise and help overcome those lasting and embedded patterns of advantage and disadvantage which are based on socially ascribed gender stereotypes and assumptions.

Responsibilities

All governors, staff, volunteers, students and their families need to develop an appropriate understanding of, and act in accordance with, the college's Gender Equality Policy. In addition the college governors are responsible for ensuring that the college prepares, publishes, implements, reports on and reviews the Gender Equality Policy.



The Headteacher works with the Senior Leadership Team to ensure that:

- The Gender Equality Policy is implemented
- Staff recruitment, training opportunities and conditions promote gender equality
- All staff, students and their parents/carers are consulted regarding, and are aware of the college's responsibilities to meet, the Gender Equality Policy
- Existing and planned policies are assessed for the ways in which they impact on gender equality
- Curriculum planning, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, college journeys and extended college activities take account of the need to promote gender equality
- Incidents of sexual or gender bullying or harassment are dealt with according to the college's Behaviour / Anti-Bullying policy
- Visitors to the college, or those who use the premises, are aware of the Gender Equality Policy

All staff have a responsibility to deal with incidents of sexual and gender harassment or bullying, help eliminate unlawful gender discrimination, prepare and/or help deliver a curriculum, learning and teaching methods, classroom organisation and assessment procedures, behaviour management, college journeys and extended college activities (including work with parents/cares) that take account of the need to eliminate unlawful discrimination and harassment and to promote gender equality.

Students and parents/carers have a proportionate responsibility to understand and act in accordance with the policy, as do visitors to the college.

Breaches of the Gender Equality Policy

We understand that eliminating gender discrimination and harassment and promoting gender equality is in part an education function and a matter of cultural change. Where possible, breaches of the policy will be dealt with in a manner appropriate to the level of the breach, and with the intention of bringing about the relevant changes. More serious breaches of this policy will be dealt with in accordance with our college's anti-bullying and behaviour procedures, and the disciplinary procedures for staff.

Where safeguarding issues based on sex and gender come to the attention of the college these will be dealt with according to our child protection procedures.