

## HEATH VIEW ACADEMY

### Policy for Gender Equality

#### OVERVIEW

At Heath View Academy all members of the academy community will be treated equally and given equal opportunity regardless of gender. Boys and girls will have equal access to the curriculum, teaching, learning, and activities provided by the academy. All staff will ensure that boys and girls are fully and equally included in lessons and given equal access to time and resources. Learners' achievements and assessment data will be analysed to see if there are significant differences in achievement between boys and girls, and where necessary, appropriate action will be taken to ensure that all have equal opportunity to achieve.

#### OBJECTIVES

1. To ensure that boys and girls are treated equally.
2. To ensure that boys and girls have equal access to the curriculum, teaching, learning and resources.
3. To recognize, celebrate and record learners' achievements, progress and successes to encourage a positive self-image.
4. To ensure that male and female adults in school treat each other equally and without gender bias to provide good role models for both boys and girls.
5. To ensure that the curriculum teaching and learning make learners aware of gender issues and inequalities within our society and in the world community.
6. To encourage learners to raise questions and challenge any unequal treatment wherever it is encountered.
7. To ensure that learners understand the equal importance of different genders in relationships, families, education and the world of work.
8. To challenge and correct negative stereotypes which denigrate or devalue either gender and to promote positive images of both genders.

#### STRATEGIES

1. To treat boys and girls equally by giving all equal opportunities in teaching learning and the curriculum.
2. To ensure that boys and girls are asked questions, given responsibilities, involved in lessons and activities equally.
3. To give both boys and girls equal opportunities to be seen as leaders by providing equal opportunities to lead teams, group activities, and to be spokes persons.
4. To avoid using gender stereotypes. To challenge stereotypes if they are encountered in daily life or in books, stories, role play or any other situation.
5. Where necessary, INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials and activities to address gender inequalities.
6. To use teaching, learning, the curriculum, visitors and visits to present both boys and girls with positive role models of each gender.
7. To present learners with positive images and examples of both genders in citizenship, personal and social education, history, education for economic awareness, and other aspects of the curriculum.
8. The positive achievements of learners will be celebrated and recognized equally.

9. Boys and girls will be given equal access to ICT, design technology, games and sport, tools, equipment, the playing areas of the school and every aspect of school life.

**OUTCOMES**

At Heath View Academy we understand that Boys and girls are different, but in our academy community they will be treated equally.

All members of our school will respect others. Boys and girls will be encouraged to develop positive images of themselves and others. All will be fully included in every aspect of the academy's life and work and if any gender bias is encountered it will be challenged and eliminated.

Reviewed by B Corcoran

Date: July 2015

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