

Varna Community Primary School

GENDER POLICY

OVERVIEW

In this school all 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 school. Teachers will ensure that boys and girls are fully and equally included in lessons and given equal access to time and resources. Learner's achievements and assessment data will be analysed to see if there are important implications about 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 them 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 for both to lead teams, groups activities and be spokes persons when these roles are allocated.
4. To avoid using gender stereotypes and to challenge stereotypes when they are encountered in daily life or within 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 both genders.
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 pupils will be celebrated and recognized equally and without gender bias.
9. Boys and girls will be given equal access to ICT, design technology, games and sport, tools, equipment and the playing areas of the school.

OUTCOMES

Everyone will recognize that boys and girls are different but equal in every way in our school community. All will treat others well and respect them. Boys and girls will be encouraged to develop positive images of themselves and others. All will be fully included in every aspect of the school's life and work and any gender bias encountered will be challenged and eliminated.

Revised and adopted by the Governing Body of Varna Community Primary School October 2016