



Gender Equality Policy



ACTION PLAN March 2015 – March 2018

Objective	Strategies	Resources Required	Responsible	Overseen By	Success Criteria
To revise all policies and practice to further promote gender equality	<ul style="list-style-type: none">Build gender equality considerations into all existing and any new school policies	<ul style="list-style-type: none">Time	LC SLT	Governors	All new policies written incorporating gender equality considerations. Existing policies checked and updated as necessary Ongoing
To ensure that staffing in all areas and at all levels is free from gender bias	<ul style="list-style-type: none">Ongoing monitoring of teaching and support staff and recruitment processesContinuing use of LA job evaluation scheme to ensure fairness for support staffMonitoring of SLT / TLR structures to ensure fairness for teaching staff	<ul style="list-style-type: none">TimeLA personnel services	ADA Govs Resources	LC	Recruitment free from bias Rates of pay appropriate and fair for levels of responsibilities Ongoing



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	<ul style="list-style-type: none">Continue to monitor impact of performance related pay				
To ensure that all pupils, male and female, achieve at or above the level expected for pupils of their individual ability	<ul style="list-style-type: none">Ongoing monitoring of departments, schemes of work and analysis of results with respect to genderOngoing monitoring of results, departments, extra-curricular activities, departmental SEF Action plan, Ofsted Action Plan, analysis of mock results and any other relevant data	<ul style="list-style-type: none">SEFTime	RJ / DF	LC	90%+ of pupils, male and female, achieving HEMs / 70% HATs