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## GENDER EQUALITY POLICY AT HANLEY CASTLE HIGH SCHOOL

### 1. Background Information

- 1.1 Hanley Castle High School is a mixed comprehensive school for 11 to 18 year olds in rural Worcestershire.
- 1.2 From Census January 2016 (2015 figures for comparison):  
The composition of its students was 49.6% (48.8%) male and 50.4% (51.2%) female.  
The composition of teaching staff was 33% (35%) male and 67% (65%) female.  
The composition of the Governing Body was 57% (50%) male and 43% (50%) female.  
The composition of the Senior Leadership Team was 29% (43%) male and 71% (57%) female.  
The composition of the Green Team was 56% (56%) male and 44% (44%) female.  
The composition of support staff was 25% (31%) male and 75% (69%) female.  
The composition of exam invigilators was 19% (16%) male and 81% (84%) female.  
The composition of peripatetic music teachers was 67% (67%) male and 33% (33%) female.

### 2. Policy Aims

- 2.1 Hanley Castle High School is committed to eliminating discrimination against any member or prospective member of the school community on the grounds of gender.
- 2.2 The school will seek to be proactive and promote gender equality for pupils, staff and anyone who uses the school's facilities.
- 2.3 The school is committed to ensuring equality of education and opportunity for staff, students, and all those receiving services from the school, irrespective of gender.
- 2.4 We aim to provide our pupils with a firm foundation which will enable them to fulfil their potential, regardless of gender or stereotypes.
- 2.5 We will seek to eliminate unlawful discrimination against pupils and staff by adhering to our duties as an employer under the legislation.

### 3. Policy statement

- 3.1 It is the responsibility of all members of the school community - teaching and support staff, parents/carers, pupils and the governing body - to uphold these aims and to ensure that strategies are put into place to ensure that they are achieved.
- 3.2 Hanley Castle strives to ensure that the culture and ethos of the school are such that, whatever the gender of members of the school



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community, or visitors everyone is equally valued and treats one another with respect. These values are actively promoted through our admissions policy, our curriculum and through all the activities, support and provision that the school offers.

3.3 In practice, this means that the school must have 'due regard' to eliminating discrimination, advancing equality of opportunity and fostering good relations in all its conduct, including monitoring, reviewing and evaluating:

- a) The impact of all school systems and policies
- b) Student admissions
- c) Staff recruitment, performance management, professional development and internal appointments
- d) The curriculum
- e) Teaching, learning and assessment
- f) Personal development and pastoral care
- g) Behaviour, discipline and exclusions
- h) Attendance
- i) The attainment and progress of students
- j) Partnerships with parents, governors and communities

3.4 We understand that in some circumstances it may be appropriate to treat girls and boys, and women and men differently, if that action is aimed at overcoming previous, current or possible future disadvantage.

#### 4. Identifying incidents of discrimination which contribute to gender inequality

4.1 Examples of incidents of discrimination may include:

- Derogatory name calling, insults, sexist jokes and language
- refusal to co-operate with others for gender reasons
- Sexist comments or graffiti
- Written abuse
- Incitement of others to act in a discriminatory way
- The use of literature, the internet or other technology to communicate any of the above
- The impact of a school system or policy which is discriminatory towards either gender
- The impact of any area of the school curriculum or teaching and learning which disadvantages either gender.



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**5. Dealing with incidents of discrimination**

- 5.1 No incident which is or appears to be discriminatory should go unchallenged, and every member of staff has a responsibility to respond appropriately.
- 5.2 The action taken will depend on the incident, whether the perpetrator is a student, member of staff, family member, visitor or other member of the school community.
- 5.3 Sexist harassment or abuse from any member of staff towards a student, family member or a colleague will not be tolerated and will be dealt with as a serious breach of the school's code of conduct and disciplinary action taken as appropriate.
- 5.4 Where the perpetrator is employed by an outside company the relevant person at this company must be informed of the behaviour of their employee.

**6. Reporting and recording on gender equality objectives**

- 6.1 Gender equality objectives are included in our Gender Equality Action Plan.
- 6.2 Progress towards these objectives, as well as progress in any other relevant area, is reported to governors and published via the school website during the autumn term of each year.

Signed: .....

Chair of Governors

Date: .....

Signed: .....

Headteacher

Date: .....

Report to governors / published on website: **February 2016**  
Review date: **May 2017**