ST.ANNE'S COPP CHURCH OF ENGLAND PRIMARY SCHOOL, GREAT ECCLESTON

GENDER EQUALITY POLICY



"Let us love, not in word, but in truth and action." (1 John 3:18)

SEPTEMBER 2026

Approved by GB: September 2026
Next review due: September 2027

In building solid foundations for every unique individual and putting God's love at the centre of all we do, our children learn to embrace our diverse world. We encourage our children to learn universally in order to understand our heritage and roots as a village, town, region and nation. Through strong community links, our children grow in compassion and understanding, promote justice and possess commitment and aspire to make a positive difference. We offer an ambitious curriculum that ignites curiosity along with high personal expectations that fosters resilience and which enables them to flourish. Our children are easily distinguished by the courage they show when making brave choices and understand the importance of becoming the very best versions of themselves.

CURRICULUM & EQUAL OPPORTUNITIES STATEMENT

The School curriculum incorporates our values and aims and is designed to provide equal opportunities for all children regardless of age, gender, ethnicity, attainment or background. It pays particular attention to provision made for and the achievement of different groups of pupils within school.

This policy applies to all governors, staff, pupils, parents/carers and visitors to the school, including all contractors.

Aims of the Gender Equality Policy

Our gender equality policy builds upon the intent, core values and ethos of the whole school community. We acknowledge our statutory duty to eliminate unlawful sex discrimination and harassment and promote equality of opportunity between men and women. This policy will be an integral part of our school life and is also referenced in our Safeguarding Policy.

Leadership, Management and Governance

The Governing Body is committed to eliminating unlawful sex discrimination and harassment and to promoting equality of opportunity between men and women. We will ensure that all our current policies are reviewed with this in mind. The governors will develop their knowledge and understanding of gender equality. We will monitor carefully the implementation of this policy and its related procedures and strategies in order to improve our practice.

It will be the responsibility of the Headteacher to ensure that this policy is successfully implemented and that all those who work in the school understand what they are to do and have relevant training and support. The Headteacher will ensure that appropriate action is taken in the event that this policy is not complied with. All members of staff have a responsibility for ensuring that the policy is implemented fully.

The governors expect that all staff will know how to challenge gender bias and stereotyping, both inside and outside the classroom.

Teaching staff have a central role in promoting gender equality. The effectiveness of our policies will be judged by how successfully they encourage, support and enable boys and girls to reach their full potential; by how they ensure that boys and girls have full and equal access to the curriculum and by how they promote gender equality through learning and teaching, the curriculum and the quality of care and guidance. The governors expect all staff, pupils and parents/carers to support us in this work.

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The School's Commitment to Gender Equality

Ethos

The school will fulfil its commitment to gender equality by:

- promoting an atmosphere of mutual trust and respect among all members of the school community, regardless of gender;
- ensuring that all staff, parents/carers and pupils are treated with dignity;
- challenging gender stereotypes in all aspects of school life;
- enabling children to understand the diverse world they live in
- encouraging classroom and staffroom discussion of gender issues which reflect on gender stereotypes, expectations and the impact on learning;
- striving to eliminate sexual and sexist bullying and violence.

Curriculum/learning and teaching

The school will fulfil its commitment to gender equality by:

- ensuring equality of access for both boys and girls to all areas of the curriculum;
- ensuring that the curriculum is balanced and broadly based;
- ensuring that teachers' planning and delivery takes account of gender issues and the need to challenge stereotypes in line with KCSIE 2026;
- ensuring that resources in all areas of the curriculum promote knowledge and understanding of gender issues;
- ensuring that any particular learning needs are met.

Achievement/attainment/assessment/progress

The school will fulfil its commitment to gender equality by:

- having procedures to monitor and track progress and achievement by gender in order to identify and respond to trends and patterns;
- striving to maintain equally high expectations of all pupils.

Behaviour

The school will fulfil its commitment to gender equality by:

- monitoring pupil behaviour and exclusions by gender;
- using the information collected to ensure that procedures are applied fairly and equitably to all pupils, ensuring their safety and security in the school;
- developing and implementing strategies to address any gender specific examples of inappropriate behaviour.

Staff recruitment and career development

The school will fulfil its commitment to gender equality by:

- ensuring that all staff and governors responsible for appointing staff and reviewing staff performance and pay do not discriminate against women or men;
- taking account of the requirement to eliminate unlawful pay discrimination;
- ensuring that opportunities for professional development, career progression and promotion are free from unlawful sex discrimination.

Community/parental consultation

The school will fulfil its commitment to gender equality by:

- working in partnership with parents/carers and the wider community to develop positive attitudes to gender issues;
- providing opportunities for parents/carers of both genders to participate in school events;
- providing specific events to encourage parents/carers to feel involved in school.

Implementation

The school's improvement planning process will be a vehicle for implementing the policy. The process for implementation is as follows:

- a regular agenda item on the Headteacher's Report to the Governing Body;
- a regular agenda item on the Curriculum Committee of the Governing Body;
- discussion at staff meetings where relevant;
- producing and disseminating an action plan as necessary.

The school will monitor the implementation of the policy and evaluate its impact on pupils, parents/carers and staff by:

- collecting and analysing data and other information as indicated previously;
- checking progress;
- consulting with parents and carers and the school community as appropriate.