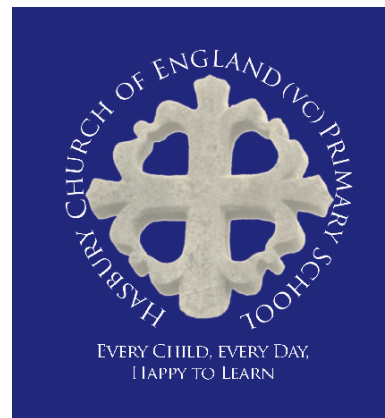


Hasbury Church of England Primary School



Gender Equality Policy and Scheme

Gender Equality Scheme

Hasbury, Church of England, Primary School

Our mission statement:

Every child, every day, happy to learn

We seek to serve the local and wider community by offering children a caring and educationally rich learning environment in which to flourish as individuals. All that we do at Hasbury Primary School is under-pinned by Christian values.

Gender Equality Scheme

To meet the statutory duty schools will need to prepare and publish a Gender Equality Scheme by 30 April 2007.

This is Hasbury Primary School's Scheme, which will be reviewed at regular intervals but at least every three years. It will form part of our School Development Plan from September 2007. A report on the Gender Equality Scheme will be published annually as part of the School Profile.

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
Achievement of pupils	We aim to meet the needs of all our pupils irrespective of gender. Data currently shows underachievement of boys, especially in their writing skills and underachievement of a sizable number of middle-attaining girls at the end of Key Stage 2(CVA significantly differs from national levels). However, more able girls are achieving well in both English and maths.	Priority on School Improvement Plan: use of assessment for learning strategies, additional support/intervention, rigorous monitoring of boys progress especially in writing and the attainment of middle attaining girls in both maths and English.	SDP 2007/8	Whole school responsibility lead by HT/SLT	Scheduled HT/teachers meetings to monitor pupil progress and impact of strategies/ support, regular work trawls and lesson observations by HT/LA.
Sports	All pupils are given an equal opportunity/assess to participate in sports. We promote inclusion.	Continue to offer a wide range of sporting opportunities to all pupils. Ensure balance of girls and boys participation.	ongoing	PE/OSHL subject leader(LAn) Sports coaches	List of pupil participation in after school activities. Monitoring and assessment of pupil progress in PE/games
After school clubs	All pupils are given an equal opportunity to participate in after school opportunities. We promote inclusion.	Continue to offer after school hours learning opportunities to all pupils	Ongoing	Teachers and teaching assistants	HT
Staffing	Recruitment - all positions advertised are open to males and females. Applications are judged strictly on merit.	To ensure all applications are considered purely on	As and when	Governors/HT	Governors/HT

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
	Points are given to each candidate based on how their application meets the relevant school criteria.	merit.	vacancies arise		
Staffing- pay	All employees are paid in line with nationally agreed pay scales.	To ensure all staff are paid at the correct scale.	ongoing	Finance Dept (bought in service) HT/bursar	HT/business manager/ finance dept/auditors
Use of supply teachers	Any preferred choice is based on relationships with pupils, ability to follow school discipline code and teaching ability.	To ensure appropriate supply cover obtained to promote continuity and progression in children's learning.	ongoing	HT/teachers	Regular HT/teachers meetings to monitor progress and impact of support.
Students including work experience	Placements are encouraged from both male and female students.	To ensure all students receive appropriate training and that trainee teachers promote continuity and progression in children's learning	As and when students are in school.	HT/student mentor	Regular HT/teachers meetings to monitor progress and impact of support. Mentor meetings with students.
Outside agencies	Nurses/ Educational psychologists/support workers etc.- male and female support staff are welcome in our school.	To ensure all pupils have access to appropriate support.	As and when required.	HT/SENCo/ teachers	Regular HT/SENCo meetings to monitor progress and

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
					impact of support.
Governors	Positions are open to women and men. Vacancies on the governing body are filled according to school need and follow national and LA governor recruitment guidance.	To ensure the school is well governed.	As and when vacancies occur.	Chair of Governors/HT/ Governor Services (bought in)	Annual review of Governing Body
Policies	All school policies have recently been reviewed to ensure they comply with gender equality legislation and best practise	To ensure all policies continue to meet any statutory duty and government guidance. To prepare a written timetable to review policies on a three year rolling programme.	Ongoing + whenever new policy is written	HT Teachers Governors	Governors' policy reviews.
School Improvement /Development Plan	Issues around under-achievement in boys writing are being addressed by the SDP. Monitoring programme to ensure all pupils are making good progress against their individual targets.	To ensure all boys in their writing, and middle attaining girls in both English and maths make good progress, through rigorous target setting and monitoring of their work.	Sept. '07 and ongoing	HT Teachers Governors	Governors' meetings esp. SIC - monthly reviews of progress to date and Review Board Meetings. Whole school monitoring programme.

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
SEF	Issues around the strengths and weaknesses of pupil attainment are outlined in the relevant sections of the SEF.	To address the weaknesses as outlined earlier in this scheme for both our boys and middle attaining girls.	Autumn 07 and ongoing	HT Teachers Governors	Annual Performance Meeting - Autumn term
Contact with parents	Letters are addressed to both parents. Separated parents receive individual letters if this is requested. Invitations to events are addressed to both parents. Separated parents receive individual letters if again this is requested. However, there is an expectation that parents, whether separated or not, attend meetings together. Newsletters are given to every child.	To continue to involve both parents in pupil's education. Post newsletters to parent with whom the child is not resident.	Ongoing Summer 07	Bursar HT teachers	Copies of letters on server. Postage book.
Uniform	Girls have option to wear trousers. Boys are not given the option to wear skirts.	Amend prospectus to list uniform without reference to boys and girls.	Spring 08	HT	Governors' Summer meeting
Procurement	Services are requested without reference to gender.	To continue to ensure all services are requested based on the needs of the school.	ongoing	All staff	Copy of orders, Request details.

