



BISHOP CORNISH C.E. V.A. PRIMARY SCHOOL

Part of the Single Equality Scheme

Gender Equality Scheme

Bishop Cornish CE Primary School

Our mission statement:

[Esteem and educate every child](#)

To meet the statutory duty schools will need to prepare and publish a Gender Equality Scheme. This is the Bishop Cornish CEVA Primary School scheme, which will be reviewed at regular intervals but at least every three years. It will form part of our School Development Plan.

| Possible Gender Equality issue | Situation at present | Action/objective | Time scale | Person(s) involved | Monitoring |
|---|--|---|-------------------------------------|---|--|
| Achievement of pupils | All pupils receive support to meet their needs regardless of gender. Data from Pupil Asset and SATs results shows no obvious inequality in achievement. Staff are mindful of gender and SEND issues. Targets are set individually by gender and by class. | Continue to use assessment for learning daily and provide additional support/intervention. Continue to monitor | Ongoing Ongoing | Teachers and teaching assistant SMT and teachers | Regular HT/teachers meetings to monitor progress and impact of support. |
| Sports | All pupils are given an equal opportunity to participate in sports. We promote inclusion. | Continue to offer sports to all pupils, e.g. rugby for girls, dancing for boys | Ongoing | Teachers and teaching assistant Sports coaches | List of pupil participation |
| After school clubs and Extended Services | All pupils are given an equal opportunity to participate in after school clubs. We promote inclusion | 1.Continue to offer after school clubs to all pupils 2. All children to cook, garden, etc. | Ongoing | Teachers and teaching assistants | HT |
| Staffing | Recruitment - all positions advertised are open to males and females. Applications are judged strictly on merits. Points are given to each candidate based on how their application meets the relevant school criteria. All staff will be entitled to maternity/paternity leave | To ensure all applications are considered purely on merit. | As and when vacancies arise | Governors/HT | Governors/HT |
| 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 | HT |
| Careers Week | A balance of genders and avoidance of gender stereotyping is promoted | E.g. female vicar/marine, male nurse, carer | Ongoing | PPA teachers | H/T |
| Use of supply teachers | We have a bank of both male and female supply teachers. If necessary we contact an agency who supply teachers both male and female depending on availability. 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 | HT and DH assess quality of work of supply teachers |
| 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/ college lecturer/ 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 impact of support. |

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|--|--|--|---------------------------------------|-----------------------------|----------------------------------|
| Governors | Positions are open to male and females. If we are in the fortunate position of having too many governors than places – the needs of the school will be paramount. | To ensure the school is well governed. | As and when vacancies occur. | Chair of governors/HT | Annual review of governing body |
| TV/internet/magazines | As part of our general teaching any demeaning gender issue is addressed | To make pupils aware that demeaning gender issues is not acceptable. | As and when required | All staff | H/T |
| Policies | Agreed by staff, adopted by governors. | To ensure all policies are considered and meet any statutory duty and government guidance. | Ongoing + whenever new policy written | HT Teachers Governors | Governors policy reviews. |
| School ethos, aims and objectives | Our mission statement is clear – Esteem and Educate Every Child | To ensure this permeates all school life. | Ongoing | HT Teachers governors | Governors meetings – monitoring |
| SEF Development plan | No specific section referring to equality objectives – this is enshrined in our objectives. | To ensure all pupils are treated equally, e.g. boys are actively encouraged to go to ballet performances and girls to rugby and football | Ongoing | HT Teachers governors | Governors |
| Contact with parents | Letters and invitations to events are addressed to both parents. Separated parents receive individual letters as requested. Newsletters are given per family to the eldest child. | To continue to involve both parents in pupil's education. | Ongoing | Secretary HT teachers | Copies of letters on server. |
| 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. |

Written by SMT Last reviewed November 2019 Next review 2022