**St. Oswald’s Church of England Primary School**

**Gender Policy**

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**RESPECT. RESILIENCE. KINDNESS**

**Vision**

Through valuing all individuals as children of God we believe in promoting an inclusive school community, rooted in mutual respect, understanding and kindness towards others. As God taught us:

'Teach children how they should live, and they will remember it all their life.' (Proverbs 22:6)

Ours school’s vision is to nurture a resilient community where the love of learning thrives. We foster an environment where every member feels supported in order to flourish, be empowered to overcome challenges, embrace growth and contribute positively to God’s world.

' Life in all its fullness' (John 10:10)

**Monitoring and Evaluation**

The Head Teacher shall have oversight of this policy and ensure all staff follow procedures and that these are carried out.

The effectiveness of this policy shall be monitored during Governor’s meetings.

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| Date approved | Next Review Date | Signed by |
| September 2024 | September 2025 |  |

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**Overview**

In this school all will be treated equally and given equal opportunity regardless of gender.

Boys and girls will have equal access to the curriculum, teaching, learning, and activities provided by the school.

Teachers will ensure that boys and girls are fully and equally included in lessons and given equal access to time and resources. Learners’ achievements and assessment data will be analysed to see if there are significant differences in achievement between boys and girls, and where necessary, appropriate action will be taken to ensure that all have equal opportunity to achieve.



Our vision, for all members of our community, stems from two bible passages:

'Life in all it's fullness' (John 10:10)

and

*‘Train up a child in the way he should go and when he is old, he will not depart from it.’*

 (Proverbs 22:6)

Through rooting our vision on the bible teaching above, we will promote an inclusive school community that values it all. Based on the Christian faith, mutual respect understanding and kindness towards others, we will foster resilience and a love of learning, which will enable the children and adults to achieve their aspirations and flourish beyond their time with us.

**Purpose**

This policy reflects the school’s Christian values and philosophy in relation to education; which is a priority at St. Oswald's Church of England Primary School.

All reasonable efforts will be made to ensure the school remains open as normal and partial closure will always be considered before the decision is made to completely close the school. As a UNICEF Rights Respecting School, we whole heartedly believe in the following articles:

**Article 2: (non-discrimination**

The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status…..

**Article 3: (best interests of the child)**

The best interests of the child must be a top priority in all decisions and actions that affect children.

**Article 8: (protection and preservation of identity)**

Every child has the right to an identity. Governments must respect and protect that right, and prevent the child’s name, nationality or family relationships from being changed unlawfully.

**Article 28: (right to education)**

Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children’s dignity and their rights. Richer countries must help poorer countries achieve this.

**Article 29: (goals of education)**

Education must develop every child’s personality, talents and abilities to the full. It must encourage the child’s respect for human rights, as well as respect for their parents, their own and other cultures, and their environment.

**Audience**This document is intended for all parents / carers, children, teaching staff, and all staff with classroom responsibilities. It is also intended for school governors, LA inspectors / advisers, parents and inspection teams.

**Intent**

1. To ensure that boys and girls are treated equally.
2. To ensure that boys and girls have equal access to the curriculum, teaching, learning and resources.
3. To recognise, celebrate and record learners’ achievements, progress and successes to encourage a positive self-image.
4. To ensure that male and female adults in school treat each other equally and without gender bias to provide good role models for both boys and girls.
5. To ensure that the curriculum teaching and learning make learners aware of gender issues and inequalities within our society and in the world community.
6. To encourage learners to raise questions and challenge any unequal treatment wherever it is encountered.
7. To ensure that learners understand the equal importance of different genders in relationships, families, education and the world of work.
8. To challenge and correct negative stereotypes which denigrate or devalue either gender and to promote positive images of both genders.

**Strategies**

1. To treat boys and girls equally by giving all equal opportunities in teaching learning and the curriculum.
2. To ensure that boys and girls are asked questions, given responsibilities, involved in lessons and activities equally.
3. To give both boys and girls equal opportunities to be seen as leaders by providing equal opportunities to lead teams, group activities, and to be spokes persons.
4. To avoid using gender stereotypes. To challenge stereotypes if they are encountered in daily life or in books, stories, role play or any other situation.
5. Where necessary, INSET opportunities will be provided for staff, to raise awareness and provide practical examples of suitable curricular materials and activities to address gender inequalities.
6. To use teaching, learning, the curriculum, visitors and visits to present both boys and girls with positive role models of each gender.
7. To present learners with positive images and examples of both genders in citizenship, personal and social education, history, education for economic awareness, and other aspects of the curriculum.
8. The positive achievements of learners will be celebrated and recognised equally.
9. Boys and girls will be given equal access to IT, design technology, games and sport, tools, equipment, the playing areas of the school and every aspect of school life.

**Outcomes**

Boys and girls are different, but in our school community they will be treated equally. All will be encouraged to be respectful and treat each other fairly. Boys and girls will be encouraged to develop positive images of themselves and others. They will be fully included in every aspect of the school’s life and work and if any gender bias is encountered it will be challenged and eliminated.

Gender Leader: Miss E Murtagh