



Gender Equality Policy

1. Introduction

Blessed Thomas Holford Catholic College is committed to ensuring equal treatment of all employees, pupils and any others involved in the college community, regardless of gender. We will ensure that neither males, females nor transgender pupils are treated less favourably in any procedures, practices or aspects of educational practice.

We will actively seek to:

- eliminate unlawful discrimination and harassment
- promote equality of opportunity in all aspects of college life
- create a harmonious school environment based on fairness and meritocracy

2. The Gender Equality Duty

This Gender Equality Policy provides the Governing Body and the College with a framework for integrating gender equality into all aspects of college life as follows:

- Promote gender equality amongst teaching and support staff, pupils, parents / carers and other stakeholders
- Ensure all aspects of educational provision and opportunity is applied fairly
- gather and use information on how the college's policies and practices affect gender equality in the college
- Take appropriate action to remedy any inequalities
- Review the policy every year

Our key actions will be:

- To take into account relevant legislation on equal opportunities
- To ensure that all the policies and procedures concerning equal opportunities are applied
- To collect information on gender equality and opportunity with regards to both pupils and staff and to use this information to improve the provision of services
- To monitor pupils' achievement by gender and transgender, acting upon any trends or patterns in the data as necessary
- To offer pupils of both genders encouragement to participate in all aspects of college life
- To ensure that stereotypes in terms of gender identity are actively challenged in all aspects of the life of the college

3. Gender Equality for all pupils

The Every Child Matters framework seeks to ensure that every child is supported and helped to achieve the following five outcomes, and should form the basis of equal opportunity for every child:

- Be healthy mentally and physically
- Stay safe on-line and in other ways
- Enjoy and achieve, including examination results
- Make a positive contribution through responsibility and
- Achieve economic well-being when leaving school to lead a happy and fulfilling life

4. Pupil Achievement

The Gender Equality Policy will support the raising of achievement in the following ways:

- High quality Teaching and Learning
- Equal access to all courses
- Analysis of data
- High quality careers and guidance

5. The Role of the Governing Body

- The responsibility for implementing the gender equality duty rests with the Headteacher and Governing Body
- Understanding the impact of gender and implementing the gender equality duty will help the Governing Body ensure that the needs of girls and boys and transgender are met, and will support their overall goal of promoting high standards of educational achievement
- The Governing Body will review the policy annually

6. Reviewing/Monitoring

- The Headteacher will report annually to the Governing Body on the actions that the College has taken to meet gender equality
- The policy will be reviewed each year and placed in the staff handbook
- The Governing Body will review their gender equality policy every year