



GENDER EQUALITY ACTION PLAN

Core Duty	Possible actions	Outcomes	Who?	When?
Record and monitor all incidents relating to sex discrimination	Continue to maintain a record of all incidents amongst pupils. Resources committee to monitor periodically but at least annually. HT to ensure that records are kept and maintained by all staff. Governors to monitor applications and other aspects of school practice where discrimination could occur.	Governors are aware of any incidences relating to gender discrimination and challenge the HT in order to evaluate practice.	HT and Governors	At least annually
Record and monitor all incidents of harassment related to gender.	Continue to maintain a record of all incidents Monitor periodically but at least annually.	Governors are aware of any incidences relating to gender harassment and challenge the HT in order to evaluate practice.	HT and Governors	At least annually
Continue to evaluate practice to ensure equality of opportunity between men and women.	Maintain records of all job applicants both internal and external including reasons for short listing and the outcomes of interviews. Record the outcomes of staff performance and development meetings ensuring that training and career development opportunities are equally applied to all staff.	Governors will be aware of how practice in school demonstrates equality of practice and opportunity for both men and women.	HT and governors	At least annually
Raise awareness of gender equality issues with all staff with managerial responsibilities	Identify training needs and provide suitable training. Discuss the issues at a staff meeting	Governor monitoring shows that senior staff are aware of gender equality issues relating to both pupils and staff.	HT and governors	At least annually.
To raise standards for lower ability boy writers	Governors to monitor the work of the English team in supporting the needs of this group	Governor monitoring shows the impact over time of the interventions for this pupil group.	DHT and Governors	Annually
To continue to challenge more able girl mathematicians	Governor to monitor the work of the Maths team in raising aspirations in mathematics for the higher performing girls.	Governor monitoring shows the impact over time of the interventions for this pupil group.	Maths team and Governors	Annually

Autumn 2015

Signed (Chair): Signed (Headteacher):..... Date.....

July 2015