



That they may have life; life in all its fullness - John 10:10

Hordle CE (VA) Primary School and Nursery

Gender Equality Action Plan (February 2019)

Core Duty	Possible Actions	Outcomes	Who?	When?
Record and monitor all incidents relating to sex discrimination	<p>Continue to maintain a record of all incidents amongst pupils.</p> <p>Resources committee to monitor periodically but at least annually.</p> <p>HT to ensure that records are kept and maintained by all staff.</p> <p>Governors to monitor applications and other aspects of school practice where discrimination could occur.</p>	Governors are aware of any incidences relating to gender discrimination and challenge the HT in order to evaluate practice.	Headteacher and Governors	At least annually
Record and monitor all incidents of harassment related to gender.	<p>Continue to maintain a record of all incidents</p> <p>Monitor periodically but at least annually.</p>	Governors are aware of any incidences relating to gender harassment and challenge the HT in order to evaluate practice.	Headteacher and Governors	At least annually
Continue to evaluate practice to ensure equality of opportunity between men and women.	<p>Maintain records of all job applicants both internal and external including reasons for short listing and the outcomes of interviews.</p> <p>Record the outcomes of staff</p>	Governors will be aware of how practice in school demonstrates equality of practice and opportunity for both men and women.	Headteacher and governors	At least annually



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	performance and development meetings ensuring that training and career development opportunities are equally applied to all staff.			
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.	Headteacher 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.	Assistant Headteacher(s) 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

	DATE	Ethos	Equality	Practice	Guidance
This policy was reviewed and screened by the Governing Body	2023	●	●	●	●
Next scheduled review:	2024	●	●	●	●