



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

Part of the Single Equality Scheme

Gender Equality Scheme 2021

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.

Possible Gender Equality issue	Situation at present	Action/objective	Time scale	Person(s) involved	Monitoring
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.

To be reviewed annually.