



## **St Teresa's Catholic Academy Gender Equality Plan**

### Introduction

This plan sets out how St Teresa's will work to address the General Duty to promote gender equality.

This plan addresses our Specific Duties under the Equality Act 2006.

### Gender equality is promoted through:

- RE
- PSHE and Citizenship
- Circle Time
- Behaviour Policy and SAINTS Beatitudes
- School Curriculum
- Induction Process
- Staff development and Staff Meetings
- Employment Policy

### Gender Monitoring

The Governors' Teaching and Learning Committee is responsible for:

- Analysing attainment of all pupils and identifying any potential gender issues
- Reviewing and monitoring the Curriculum to ensure fair access for both genders
- Reviewing and up-dating the Gender Equality Plan
- Ensuring areas for development are addressed through the Equality Action Plan

The Governors' HR Committee are responsible for:

- Reviewing any allegations of unfair treatment in relation to gender towards staff or other adults, in the school community
- Ensuring that all staff are treated equally with regard to all aspects of employment and pay

The School Leadership Team are responsible for:

- Ensuring expectations of boys and girls are equal and fair

Data to be monitored includes:

- Incident Reports
- Raise-on-line
- WBC data analysis
- School Tracking
- Lists of applications for staff positions (kept for one year)
- Application forms and interview notes of interviewees (kept for one year)
- Details of paycales, increments and responsibilities

### Associated Policies

- Admissions Policy
- Behaviour Policy
- Employment Policy
- Inclusion Policy
- Teaching and Learning Policy

### Review

- The disability monitoring information is reviewed annually and the action plan is up-dated as necessary. This plan and the associated policies are reviewed every three years.