

GENDER EQUITY POLICY

RESPECT FOR GENDER DIFFERENCE - A WHOLE SCHOOL CULTURE

Gender Equity is the process of treating girls and boys fairly. Equity means fairness without bias. Equality is different from equity. Equality means every person receiving the same treatment regardless of where he or she may be. Gender equality means that males and females have equal opportunities to realize their full human rights.

A GUIDE TO RESPONSIBILITIES – All members of staff are responsible to contribute to gender equity in education and to guarantee equal opportunities for everyone, irrespective of gender. The school will ensure that:

- programmes, practices, content, language and procedures adopted within the school are gender inclusive;
- gender equity principles through structures, curriculum, teaching methodologies and resource allocation are promoted and meet the education needs and entitlements of both girls and boys, and also recognises the contributions of women and men in the development of society;
- curriculum materials do not include stereotypes and gender discrimination, and challenge unfair cultural practices for girls and women, and for boys and men;
- curriculum takes into account changing family roles;
- curriculum provides opportunities for students to learn about positive relationships and to develop attitudes and behaviours in the school community such as social responsibility, empathy, sensitivity and equal/non-violent relationships;
- teaching and learning programmes address gender equity issues across all key learning areas and reflect on personal values and behaviours;
- gender equality will be used as an interdisciplinary theme which teachers can develop within their subject, opposing prejudice and promoting gender inclusion;
- gender inclusive language in all aspects of school life will be used;
- sharing of educational facilities take place, enabling all students' equitable access and participation in all areas of school life, including those which are usually seen as traditionally male or female;
- all members of staff respect and support the rights of all to participate fully in the teaching / learning processes without gender stereotyping;
- pastoral care programs which address gender equity issues are promoted;

- incidents of harassment and discrimination based on gender, are dealt with;
- high expectations for all girls and boys are maintained;
- disruptive and dominating behaviour will be challenged.

The curriculum assigns the responsibility of ensuring that boys and girls:

- follow the same curriculum;
- are exposed to the same educational experiences;
- choose the subjects they want to learn.

All staff members are responsible to work towards a whole school culture where the principles of **respect**, **fairness** and **dignity** are applied at all times:

- SMT, teachers and LSA's must ensure that they treat **ALL** students with respect, fairness and dignity when dealing with behavioural issues;
- positive school discipline to emphasise and celebrate good practice of **all** students;
- **all** disciplinary problems to be dealt with immediately;
- **zero tolerance** towards gender remarks;
- **zero tolerance** towards bullying;
- during school assemblies/need to line up, students do so in **alphabetical** order;
- Form Teachers to apply gender equity when choosing class **prefect** / **sub-prefect**;
- Assistant Heads to apply gender equity when choosing the **school prefects**;
- teachers organising **school outings** must ensure that boys and girls attend;
- teachers organising **non-formal activities** during mid-day breaks and/or throughout the scholastic year must ensure that boys and girls participate in such initiatives.