



Holbrook Primary School

## GENDER EQUALITY DUTY

(to be included in 2009- 2010 School Improvement Plan)

Activity and key tasks	Personnel Involved	Start	End	Resource Implications	What difference will this make?
Collate Gender Information about Holbrook School for development and action points <ul style="list-style-type: none"> <li>• Salary levels by gender</li> <li>• Gender balance in applications for new jobs</li> </ul>	Headteacher Finance Officer Chair, Staffing Committee	July 09	July 10	Office time	Equality issues will be considered as part of the recruitment and retention processes.  No gender will be disadvantaged by school policies or procedures.
Monitor involvement in extra- curricular activities by gender <ul style="list-style-type: none"> <li>• Collate information on current take up of clubs, extra activities</li> <li>• Survey pupils for possible future activities</li> <li>• Explore club timetable to address issues of commitment</li> <li>• Interview sample group of pupils to explore other issues</li> </ul>	Headteacher Teachers	Sept 09	Nov 09	PDM time	Take up of clubs will be balanced and more children will have access to clubs they want to be part of.
Monitor resources and images used by the school to show balanced representations of gender and gender roles/gender possibilities <ul style="list-style-type: none"> <li>• SLs to audit current resources and identify gaps</li> <li>• Library audit to identify gaps in books</li> <li>• SLT to review images used across the school</li> <li>• SL ICT to review gender balance on the school website</li> </ul>	SL RE SL PSHE Advocates	Oct 09	Jan 10	SL release time	The wide range of roles taken by both genders will be reflected in school resources and in images used by the school.  Children will accept gender roles as wide in possibility.
Monitor Homophobic Language Log <ul style="list-style-type: none"> <li>• Review annually and report to governors</li> </ul>	Headteacher Advocates	May 10	May 10	None	All members of the school community will understand that homophobic language is not acceptable.