



# BROADFIELD PRIMARY SCHOOL

## Gender Policy

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| Committee:          | Resources     |

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**Signed:**

**Date:**

**Position:**

# Gender Policy

## Introduction

This policy is drawn up in accordance with the planning duty in the Disability Discrimination Act 1995, as amended by the SEN and Disability Act 2001 (SENDA).

It draws on the guidance set out in the Sex Discrimination Act 1975 (SDA), amended in 2003 & 2007. The Act provides protection for individuals against discrimination on the grounds of gender, in employment and when goods, facilities and services are being provided. This extends to the delivery of education and other services by schools. Responsibility for upholding the law in maintained schools lies with the governing body.

## Definition of Discrimination with regard to Gender

On grounds of their gender, treating a person less favourably than you would treat other people.

Having a policy or practice (formal or informal), which although apparently neutral, puts people at a disadvantage because of their gender.

Being treated unfairly as a result of making, or intending to make, a complaint of sex discrimination, or because they have helped another person to do so.

## Key Objective

To reduce and eliminate barriers to access to the curriculum and to full participation in the school community for pupils and prospective pupils regardless of gender.

## Principles

- The school recognises its duty under the SDA. See the following documents:
  - Admissions policy
  - Exclusion policy
  - School prospectus
  - Staff Handbook
  - Uniform policy