



Gender Equality Policy

Updated:	November 2013
Approved by:	Board of Directors
Approved:	November 2013
Adopted by BoD:	January 2014
Scheduled review date:	November 2014

Safeguarding and protecting our children and young people from harm is central to the LeAF Studio's Ethos.
We want to make sure that children and young people feel safe and cared for.

Gender Equality Policy



At the LeAF Studio School we believe that all students and staff should be supported in fulfilling their potential, while at all times respecting the needs of the individual.

The Equality Act (2006) amended the requirements of the Equal Pay Act (1970) and the Sex Discrimination Act (1975). It added to the existing duties of: elimination of sexual discrimination and elimination of sexual harassment, the additional duty of ensuring gender equality.

DEFINITIONS

For the purposes of this policy we consider "sex" to refer to the biological differences between males and females and "gender" to be culturally determined, referring to the wider social roles and responsibilities which structure our lives. Our policy also applies to instances of discrimination and harassment based on an individual's "sexual orientation" i.e. their sexual preference.

Sexual or gender discrimination will arise when treating one person less favourably than another, either directly or indirectly, on the grounds of sex, sexual orientation or gender. Indirect discrimination could arise if a particular policy or practice was considered to impact differently on one gender than on the other.

Sexual harassment refers to behaviour or remarks based on a person's sex, sexual orientation or gender perceived to be unpleasant, threatening, offensive or demeaning to the dignity and self-esteem of the recipient or subject.

RESPONSIBILITIES

The LeAf Studio is proud to be a co-educational establishment. We celebrate diversity and promote equal access to education. The Studio seeks to develop well balanced young adults with high self-esteem, who will become reflective and caring members of society.

- The Executive Principal and staff will continue, utilising the principles of proportionality and relevance, to collect and analyse all relevant Studio data e.g. exam results;
- review all Studio policies and practices, including staff recruitment and promotion, to see they ensure sexual and gender equality;
- assess and address any evidence of sexual/gender inequality;
- ensure governors, staff and students understand their responsibilities to promote sexual/gender equality;
- review progress annually and revise policy every three years.

DEALING WITH INCIDENTS OF ALLEGED DISCRIMINATION

Any incidents of alleged discrimination will be monitored by the Executive Principal and annually reported to Board of Directors.