



CAULFIELD PRIMARY SCHOOL

GENDER EQUALITY POLICY

POLICY NO. 1.22

Rationale

Caulfield Primary School is committed to creating a school community where all staff and students are equally respected and valued and enjoy equity of both opportunities and outcomes.

Policy Statement

Caulfield Primary School recognises that gender inequality has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities for staff and students, particularly women and girls, in the immediate and long term.

Under the *Victorian Equal Opportunity Act 2010*, all organisations have a *positive duty* to take proactive steps to prevent discriminatory practices. Caulfield Primary School recognises the prevalence and impact of gender-based discrimination and harassment, and is committed to building a school culture that challenges the stereotypes, power differences and social norms that foster gender inequality.

Girls and boys, women and men are subject to stereotypes and expectations about how they should behave, think and act. These gendered stereotypes and expectations contribute to gender inequality by assigning unequal value, status and power to women and men. These expectations are reinforced by structures, systems norms and cultures that often privilege the knowledge, rights, perspectives and skills of males over females.

Gender inequality can be both a cause and a consequence of direct and indirect discrimination. This discrimination is sometimes the result of unconscious bias, which is when our behaviours, choices and practices are shaped by underlying assumptions and attitudes without us realizing. Gender inequality is evident throughout our society and research suggests it is one of the key factors driving the prevalence of gender-based violence.

Caulfield Primary School recognises that schools are vital spaces in our community to promote gender equality and prevent violence against women. Every policy, practice and activity has the potential to reinforce or challenge gender stereotypes and gendered inequality.

On behalf of the whole school community, the principal, the School Councils support this policy.

Caulfield Primary School, as an education institution and as employers, is committed to promoting gender equality and to ensuring equality of opportunity for all staff and students.

Gender Equality involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women and men and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities.

Caulfield Primary School will ensure that all staff, students and school policies, procedures, systems and structures actively promote gender equality and seek to expose and redress gender inequalities.

School culture and environment

At Caulfield Primary School, all students and staff are responsible for promoting gender equality and modelling respectful relationships. All staff and students will be held accountable if they use language and / or demonstrate behaviour that:

- promotes unequal power relations between women and men
- perpetuates harmful gender stereotypes
- condones violence against women

For example: Unacceptable behaviour includes accessing or sharing sexist or discriminatory materials at school, during school hours or using school property, using sexist, stereotyping or discriminatory language, dismissing acts of gender-based violence as trivial, making jokes that rely on gender stereotypes, and victim blaming when discussing gender-based violence.

Promoting gender equality and modelling respectful relationships is just as important for staff as it is for students.

Caulfield Primary School will work to ensure all staff feel respected, safe and valued in the workplace, and will take proactive measures to prevent and eliminate gender discrimination and provide equal opportunities for all staff. This will include promoting gender equality in school leadership, ensuring processes and policies are free of bias, and supporting staff to balance work and family commitments.

For example: Commitments include actively supporting and/or mentoring female staff, reviewing recruitment and professional processes to eliminate unconscious gender bias, facilitation flexible work arrangements and family leave in line with department guidelines, and providing private breastfeeding facilities.

Caulfield Primary School will support staff who experience domestic / family violence or sexual assault including by making reasonable efforts to grant appropriate leave, adjust work assignments or accommodate requests for flexible work hours.

Related Caulfield Primary School documents

- Child Safe Code of Conduct
- Student Code of Conduct
- Respect and Responsibility Policy
- Student Wellbeing and Engagement Policy
- Uniform and Dress Code Policy

REVIEW PERIOD

This policy was last updated in October 2018 and will be reviewed as part of Caulfield Primary School's review cycle.

Date of approval: October 2018	Date of review: October 2021
---------------------------------------	-------------------------------------