



## CHIVIRIKANI PRIMARY SCHOOL

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# SCHOOL POLICY

## Gender Equality: Staff and Learners

**EFFECTIVE DATE:** \_\_\_\_\_

### **REVISION HISTORY:**

As amended on:

11 October 2016

### **PURPOSE**

To Establish Gender Equality for Females and Males Through the Empowerment of Females but Not to the Disadvantage of Males.

To Address Attitudes and Behaviour of Individuals and Groups. Also the Discriminating Institutional Practices that Shield the Traditional Stereotyping of Men and Women, thus Impacting Negatively on Their Growth and Development.

### **POLICY**

- We recognise the right of both genders.
- We believe that neither gender should dominate the other.
- We believe that man and woman, although they differ physically, are equal in the workplace and each contributes in own right towards the education of our children.
- Gender should not be the basis for discrimination against anyone.

## **Implementation of the Policy**

- No discrimination on the basis of gender should be allowed.
- Educators should have equal chance of promotion to the level of principal.
- Performance, and not gender, should determine promotion.
- Committees and sub-committees should represent both genders.
- Women should play an increasingly important role in school affairs due to previous years of discrimination.
- Sexual harassment is forbidden and should it occur, action should be taken according to the Codes of Conduct for Educators and Sexual Harassment of our school.
- Learners should be educated as to the important roles played by both males and females.
- An equal number of boys and girls should be appointed as monitors and prefects.
- Decisions on school matters should be undertaken by both female and males.
- Class groups should as far as possible consist of an equal number of boys and girls.

