



St Joseph's Catholic School

Queenstown

GENDER EQUITY POLICY

RATIONALE

It is necessary to challenge all who work in Catholic education to pursue quality education based upon the human dignity of each person, effective implementation of inclusive and equitable practices in our schools and to ensure socially just educational outcomes for both females and males. We are challenged to take a critical stance and examine attitudes and social structures which maintain any form of inequality within the human family.

AIMS

The Gender Equity program at St Joseph's Catholic School will:

- Promote the development of the whole person, of each individual's gifts and talents so that he or she matures as a well-integrated student.
- Allow equitable educational access and outcomes for boys and girls.
- Encourage students to become informed citizens who will work towards building a just and equitable society in which all types of discrimination are eradicated.

PRACTICES

1. In order to provide a well balanced environment that embraces gender equity, staff, parents and students need to be aware of how gender is constructed, especially with reference to:

- Religious, social, economic, environmental, cultural and physical influences;
 - The role of language;
 - The exercise and the abuse of power in relationships;
 - Violence as abuse and domination; and
 - The powerful social influences of family, peers and the media in the construction of gender.
2. Staff, parents and students will be encouraged to engage in programs, which, assist them in understanding the ways in which gender is constructed. These programs should encourage gender differences to be accepted and embraced as beneficial and useful to society.

3. Staffing, resource allocation, curriculum and other school practices will be such that they do not reinforce or institutionalise gender inequity.
4. The school will have in place policies and grievance procedures to deal with and to eliminate any form of sexual harassment and sex based harassment of students and staff.
5. An equal range of opportunities will be offered to both males and females.
6. The curriculum will provide opportunities for males and females to learn about the significance of gender on their own lives, in all Australian life and in global affairs.
7. Educational programs which enhance girls' access to careers will to be equally balanced by implementing programs to assist boys in responding to the needs of others, expressing their own emotional needs and in valuing and understanding mutuality in relationships.
8. Teaching styles, assessment criteria and classroom management, affect learning outcomes for males and females. In order to achieve equitable outcomes, all teachers and staff are supported and encouraged to develop appropriate pedagogical practices to meet the needs of a diverse range of students.
9. The ways in which resources, services and facilities at St Joseph's Catholic School are allocated will provide for socially just educational outcome for all students.
10. Teaching will be conducted in a supportive, caring and challenging environment in which males and females are equally valued and their needs are met.

*This policy and associated practices will be reviewed as part of the
St Joseph's Catholic School policy review cycle.*

Implemented February 2006; Modified November 2008