



The Belham Primary

This is a Primary School in Southwark, London

Goal

All staff to have an understanding of and be confident in challenging outdated views, language and actively promote equality for all through their actions and phraseology. This will allow the school to have a strong, visible ethos of gender equality. Long term, it aims to empower students to support this cause.

Desired Impact

To acknowledge success in working towards eliminating gender inequality and ensure that this is a widely promoted ethos. This will, in turn, impact the attitudes of students so they also feel empowered. Educating all staff in this ethos will allow the school to ensure it can have an impact on this important issue. There will be a particular focus on the support staff who manage the playground and games at lunchtimes. This could be the area where gender bias is most prevalent e.g. boys dominating football and language used in conversations.

Work So Far

- Behaviour logs will be audited and any incidences of gender inequality will be noted down. Examples of these include gender bias language, inequality of opportunity and stereotyping.
- Work with staff to produce a list of what language they might hear in school, along with scenarios they might have already encountered or might possibly encounter where bias gendered language/views are held. The school will support staff in this discussion using its own ideas and knowledge, perhaps creating a list of case studies for them to discuss.
- CPD will be given to staff. The importance of gender equality will be discussed and a school script created to support staff in challenging gender biased language. Following this behaviour logs will be monitored again.

Measuring Changes

- CPD log
- Log incidents of gendered language. (before and after action plan)
- Changes made to policy
- Questionnaires with children before and after
- 'School script' created to support staff to challenge gendered language and play

