

POLICY ON GENDER EQUITY

AIM

To establish gender equity for women and men, and female and male learners, mainly through the empowerment of women and female learners, but not to the disadvantage of men and male learners. To address the attitudes and behaviour of individuals and groups, and the discriminating institutional practices that shield the traditional stereotyping of men and women and impact negatively on their growth and development.

POLICY DECLARATION

- In this school we recognize the right of both genders, be it staff members or learners.
- We believe that neither gender should dominate the other.
- We believe that man and woman, although they differ physically, each contributes in own right significantly towards the education of our children.
- We believe that man and woman are equal in the workplace.
- There should be no discrimination against anyone in the school community on the basis of gender.

IMPLEMENTATION OF THE POLICY SHOULD BE REALIZED IN THE FOLLOWING:

- Educators should have equal chance of promotion to the level of principal.
- Performance, and not gender, should determine promotion.
- Committees and sub-committees should be appointed or elected democratically to represent both genders.
- As women already are at a disadvantage due to many years of discrimination, they should be encouraged and given the opportunity to play an increasingly important role in school affairs.
- Sexual harassment on both sides is forbidden and if it occurs, action should be taken according to the Codes of Conduct for Educators and Sexual Harassment of our school.
- Learners should be educated to acknowledge and value the important roles played by men and boys, and by women and girls.
- An equal number of boys and girls should be appointed as monitors and prefects.
- The workload should be shared equally by both genders.
- Men and boys, and women and girls should take decisions together regarding school matters.
- Class groups should as far as possible consist of an equal number of boys and girls.

- No form of discrimination on the basis of gender should be allowed.

This policy has been adopted:

Date	Place
------	-------

EDUCATORS: _____

PRINCIPAL: _____

CHAIRPERSON (SGB): _____