Clancy Catholic College
Gender & Equity Policy

Within a community of faith and learning, Catholic Education seeks to promote the development of the whole person, of each individual’s talents and gifts so that he or she matures as a well-integrated human being. Gender Equity evokes a vision of equitable educational access and outcomes for boys, girls, men and women freed from discrimination and the constructs of society that can devalue certain gender-related characteristics. The changing nature and structures of the modern family have impacted sharply on the construction of gender and present new issues for consideration.

In a coeducational College, it is necessary to be conscious of the relations between men and women, socio-economic status, ethnicity, ability and disability. Clancy Catholic College promotes the ideal of gender equity through the following guidelines:

- Gender is not a determinant of the capacity to learn.
- Girls and boys should be valued equally in all aspects of schooling.
- Schooling should reflect the entitlement of all students, in their own right, to personal respect, to economic security and to participation in and influence over decisions which affect their lives.
- Schools should educate girls and boys for satisfying, responsible and productive living, including work inside and outside the home.
- Schools should provide a curriculum, which, in content and language, recognises the contributions of women and men to society.
- Opportunities for males and females to learn about the significance of gender in their own lives, in all aspects of Australian life and in global affairs.
- Educational programs that serve all students and enable them to access a range of pathways for further personal development and careers.
- Professional development provided to enable teachers to find direction and strategies to address the growing issues of equity and concern for boys’ education.
- A supportive, caring and challenging environment in which males and females are equally valued and their needs are met.
- A working role model of men and women, husbands and wives, fathers and mothers, sons and daughters, brothers and sisters working together in a community where each is dignified, respected and valued in their own right for the contribution they make.
- The witness of role models of men and women working side by side according to Gospel values and encouraging young people to value and aspire to similar behaviour.
- An organisational structure that values equity, not equality, in leadership and promotion positions.
- Documentation that is gender non-specific.
- Policies and procedures that should deal with and eliminate sexual harassment and sex based harassment of students and staff.

REVIEWED BY MELANIE PHILLIPS (29TH MARCH, 2010)