

Gender Equality

Policy



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1 Purpose

CESA is committed to creating a work and school environment where all staff and students are equally respected and valued and have access to equality of both opportunity and outcomes.

This policy is intended as a guide to CESA leaders, in collaboration with staff, and parents (as applicable) to make work and schooling an equitable experience. It aspires to eliminate gender discrimination by promoting gender equality in the programs, practices and procedures implemented within CESA.

2 Scope of Policy

This policy applies to all CESA staff and students and should be considered in conjunction with other applicable policies, procedures and guidelines.

3 Policy

3.1 All CESA staff and students are responsible for promoting and supporting gender equality and modelling respectful relationships in a safe, supportive and inclusive environment, free from discrimination, bullying and harassment.

3.2. All staff and students will be held accountable if they use language and/or demonstrate behaviour that:

- does not promote gender equality in relationships;
- perpetuates gender stereotypes; and
- condones domestic violence.

3.3 CESA's priority is to create a work/school environment where all staff and students feel respected, safe and valued. This includes promoting gender equality in leadership roles and opportunities, promoting the use of gender inclusive language and ensuring processes and practices are free of gender bias.

3.4 CESA recognises that gender inequality is both structural and individual. This means it is not only the result of individual attitudes and actions, but also of biases in structures, systems, policies and procedures throughout workplaces and school communities.

3.5 Workplaces and schools are vital spaces to promote gender equality. Every policy, practice and activity has the potential to reinforce or challenge gender stereotypes and gendered inequality.

3.6 For staff, gender equality principles include eliminating conscious and unconscious gender bias in recruitment and other work-related activities and practices and facilitating appropriate and reasonable flexible work arrangements and resources.

3.7 Gender equality principles for students includes the provision of gender inclusive education in teaching and learning programs and addresses gender equality issues across all key learning areas.

3.8 Pastoral care programs and considerations should collaboratively address gender equality issues and take into account individual requirements, including those relating to the wearing of school uniform.

3.9 Should issues or incidents be identified that are inconsistent with this policy, strategies and actions should be implemented to effectively address them.

4 Responsibilities

Responsibility for implementation, monitoring and review of the policy is vested at the level appropriate to the following roles:

Catholic Education Offices	Catholic Schools
Directors	Principals
Assistant Directors	School Board (or equivalent)

5 Related documents/links

This Policy aligns with, and is additional to, any other relevant SACCS / CESA / CEO Policy, Procedure, Guideline or document including:

[Equal Opportunity Act \(SA\) 1984](#)

[Workplace Gender Equality Agency](#)

[Towards Gender Equality in Catholic Schools \(1996\)](#)

[South Australian Catholic Schools Enterprise Agreement](#)

[Conditions of Employment – Catholic Education Offices of South Australia](#)

[Code of Conduct](#)

[Complaint Response and Resolution Procedure](#)

6 Revision Record

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