

Policy name	Gender Equality Policy
Date last reviewed	July 2020
Scheduled review date	August 2022
Approved by	Board

At Skyline Education Foundation we believe that gender should never be a barrier to anyone to a full and potentially life changing education.

Context

Skyline Education Foundation recognises:

- That gender inequality has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities of staff, students and stakeholders, particularly women and girls, in the immediate and long term
- The prevalence and impact of gender-based discrimination and harassment, and is committed to building an organisational culture that challenges the stereotypes, power differences and social norms that foster gender inequality
- 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 processes throughout our community.

Scope

This Policy applies to all members of the Skyline Education Foundation Australia community including employees, the Board, Volunteers and Students.

Policy Statement

Skyline as an education provider and an employer, is committed to promoting **gender equality** and to ensuring equality of opportunity and outcomes for all staff and students.

Gender equality involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women and men and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities.

Skyline will ensure that all staff, students and organisational policies, procedures, systems and structures actively promote gender equality and seek to expose and redress gender inequities.

Skyline will ensure that the overall number of female enrolments does not fall below 50% in any 3 years.

Skyline Culture and Environment

At Skyline all students and staff are responsible for promoting gender equality and modelling respectful relationships. All staff and students will be held accountable if they use language and/or demonstrate behaviour that:

- promotes unequal power relations between women and men
- perpetuates harmful gender stereotypes
- condones violence against women.

For example: Unacceptable behaviour includes accessing or sharing sexist or discriminatory materials, using sexist, stereotyping or discriminatory language, dismissing acts of gender-based violence as trivial, making jokes that rely on gender stereotypes, and victim blaming when discussing gender-based violence.

Promoting gender equality and modelling respectful relationships is just as important for staff as it is for students.

This Policy takes into consideration United Nations Sustainable Development Goals.

Review

This Policy is to be reviewed every two (2) years or earlier in the event of significant changes in relevant legislation or the business operations of Skyline.

Procedures

HR and OHS Manuals will be readily accessible to all staff and stakeholders in Skyline's files.