



SANKT IGNATIOS
FOLKHÖGSKOLA

Gender Equality Policy

Sankt Ignatios Folkhögskola and the Sankt Ignatios Foundation.

Our policy is based on the principle of equality and the equal value of all human beings regardless of gender, age, disability sexual orientation or social or ethnic background.

Definition:

The term gender equality means that women and men have the same rights, obligations and opportunities and that their skills and experiences are safeguarded and valued equally in all school activities.

Gender equality refers to equality between men and women. Gender equality work aims to create, enable and maintain equal conditions in the workplace and at the school.

Gender equality has both a quantitative and a qualitative aspect.

The quantitative aspect is measurable and includes amongst other aspects; balance between women's and men's representation at different levels of decision making in the organization, equal pay for the same work and the same opportunities for continuing education, advancement and benefits.

The qualitative aspect is about equal conditions, about which views are allowed to influence the design and management of everyday activities including how the timetable is decided and how these are interpreted. The qualitative aspect is expressed in the work environment, in conscious and unconscious actions, in daily communication between individuals and in groups, e.g. in formal and informal meetings. (Source: Blandis, Arcada 2007)

Our goals are:

that staff and students are made aware of the importance of gender equality issues in the workplace and in the classroom.

that our school is perceived by everyone who works here as an equal opportunities workplace.

How we work to achieve our goal:

The gender equality plan will be made available and will be updated. Teachers and students will be informed about its contents.

Staff and students will be made aware of the importance of gender equality issues through education and discussion.

A review of the gender equality situation in the school is conducted in connection with the school's evaluation processes.

Principles:

Gender equality should pervade all the school's activities and be apparent in the classroom and in everyday teaching situations.

Students should be judged and treated equally regardless of gender and encouraged to develop their interests without prejudice about what is appropriate for male and female students or members of staff.

Male and female students should be encouraged to engage in the educational process equally. They should feel equally able to dare to answer questions, criticize and stand up for their opinions.

The school has zero tolerance for sexual harassment. Sexual harassment is defined as unwelcome conduct of a sexual nature that violates an individual's personal integrity.

Tasks and positions of responsibility should be offered on the basis of individual qualities not on the basis of gender (exceptions apply to positions or tasks that require clerical ordination which is beyond the control of the school).

Staff should have the same opportunities with regards to salary, skills development and influence, regardless of gender. Differences in salary between staff must be justifiable on grounds other than on the basis sexual difference.

All members of staff, regardless of their gender, should have equal opportunities to get involved in the development of the school, in trade unions and other issues of common concern in the school.

Women and men should have equal opportunities to balance family life and work.

Follow-up:

If your experience is that the plan is not being followed or if you are personally exposed to behaviors that make you feel violated:

Seek support and talk to someone you trust.

Contact the Gender Equality Manager (contact information is available on the school's website).