

# Case study

## The King's School in Macclesfield

### School context

The King's School in Macclesfield is a 3-18 Independent Day School located in Cheshire. It has recently become fully co-educational, having previously taught Girls and Boys in years 7-11 separately in a "diamond model"<sup>1</sup>. The school has adopted a whole-school approach to tackling sexism and sexual harassment.

### Actions taken to tackle sexism

- The School's Sixth Form Principal used UK Feminista and the NEU's 'It's Just Everywhere' report, alongside the results of a student survey which utilised UK Feminista's student survey template, to assess the current experience of year 12 students.
- The student survey results were shared in an assembly with the year group before students were invited to attend a series of four trial workshops based on UK Feminista's classroom resources. Half the year group attended the voluntary lunch time sessions.
- Small focus groups discussed the impact of the sessions the following year and as a result the new year 12 were surveyed and the sessions repeated.
- The results of the survey were shared in school-wide staff training session and then in a year 11 assembly to raise awareness of the issues students are experiencing.
- A student-led vigil in memory of victims of sexual harassment was arranged, which incorporated a talk by My Cheshire Without Abuse. Students also created a memorial for victims of sexual violence which was put on display in the Sixth Form Common Area.
- A Tackling Sexism in the Sixth Form plan was developed, based on four key strands: Institutional Framework, Building Staff Capacity, Empowering Students and Awareness. This was shared with the senior management team and school governors.
- A school audit using UK Feminista's audit template was completed.
- A policy review is underway and a policy explicitly dealing with sexism and sexual harassment is in development. This will include a rationalisation of reporting procedures.
- UK Feminista's online teacher training course was promoted within the school with many staff completing it.
- Staff from all sections of the school including infant, juniors and support staff attended a live training session delivered by UK Feminista.
- A staff survey is planned using the template provided by UK Feminista.
- School Councils have discussed sexism and sexual harassment and have made recommendations for further action.

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<sup>1</sup> The "diamond model" is where girls and boys are taught together up to age 11, separately from 11 to 16 and together again in the Sixth Form.



- Tackling sexism and sexual harassment has been included in the whole school strategy. Current proposals include a parents information evening and further development of the initiative in lower year groups.

*“Our students and staff were keen to address issues of sexism and sexual harassment. The UK Feminista resources provided exceptional support in providing a framework to construct a coherent approach that engaged all members of the school community including governors, staff and students. They have been incredibly supportive in our journey so far!”*

- Richard Davies, Principal of the Sixth Form Division