



CITY OF LONDON
ACADEMY
HIGHGATE HILL

City of London Academy Highgate Hill

This is a Secondary School in Islington, London

Goal

To see a seed change in the attitudes towards the progression, choices and jobs that students believe are open to them as well as the roles (often stereotyped) that they think society (and their own specific cultures/communities) expects of them. The wider ambition will be to increase the engagement of parents/carers on issues around gender inequality, therefore supporting both the Academy and their children as they progress with their education.

Measuring Changes

- Survey of students on gender-based messaging
- Collate and analyse data to look for gender-related trends/patterns in, for example, exam results, subject choices, post-16 pathways and apprenticeships
- Evidence of non-stereotypical work experience placements sought and secured
- Evidence that guides are being followed for all new materials

Work So Far

- The main focus is the elevation of student voice - namely the recruitment and training of student Gender Action Ambassadors and careers Ambassadors who will then work with peers/staff and the wider community in sharing key messages
- An audit of all materials to determine whether any materials are reinforcing gender bias.
- Staff training to ensure that there is an awareness around these issues and that is everyone's responsibility to support developed processes that identify and prevent material(s) being circulated that may be detrimental.
- The development of a guide to support staff to take ownership of creating any communications materials.

Desired Impact

Working towards a Gender Action award will help the school focus on the cultural changes that are necessary for its goals to be achieved - it will help to develop a plan that the whole school community can clearly follow, support and develop as part of an ongoing strategy. Students will be empowered to tackle the key issues that they face. The core values of the Academy will be supported and given greater meaning by placing our students at the forefront.

