

Challenging stereotypes: A whole-school approach

By working together in partnership, students, staff, senior leaders and governors, as well as parents, carers and the wider community, all have a vital role in ensuring all young people can reach their full potential.

1. Prioritise where to start using data and insight

Explore and research your setting – look for gender gaps and inequalities, and use data and insight to prioritise where change is needed. You could start by considering the themes in the purple boxes in the diagram.



2. Understand the scale of change needed

Gender inequality in education can't be viewed in isolation; it is apparent all around us and requires large-scale cultural change. Starting with the individual (you), aim to have everyone in the setting playing their part over time.



3. Transform your mindset

By paying attention to your thought process, you will become an agent for change in your everyday life.

STEP 1: Realisation and awareness

Once you see bias and sexism, you can't unsee it; you begin to apply a gender lens to how you view the world.

STEP 2: Affects interactions and decisions

You take positive action to address stereotyping and this type of behaviour spreads.

STEP 3: Policies alter

Your day-to-day practice is constantly more informed. This may become formalised, in policies and curricula.

STEP 4: Filters become the norm

Impact starts to become visible; equality is openly discussed and inequality and sexism challenged.

