



# Oaks Park High School

This is a Secondary School in Redbridge, London

## Goal

Make all parents better aware of opportunities related to gender equality and ensure that they are all well-informed about the benefits of subject choices for students.

Enhance and challenge student's understanding of different career pathways and progression routes to ensure that all students are able to pursue courses and careers that they are have a passion for rather than basing decisions on stereotypes.

## Desired Impact

The school wishes to create a more harmonious environment where gender stereotyping and issues related to inequality are directly discussed and challenged in a more rigorous manner. It is hoped this will change students' understanding of gender discrimination and challenge stereotypes that students may have learnt through wider society.

The Gender Action Award will enable the school to strategically reflect on the impact that changes within this field are having. The award will also support the school's continued endeavours to ensure that all students can become well informed learners who have the understanding to pursue progression opportunities and have the necessary factual information about the labour market and careers to make decisions about their futures.

## Work So Far

- Displays around school which show statistics and information about changes within the labour market related to gender and how stereotypes can have a negative impact on student career progression.
- A pastoral programme that contains information about challenges still faced with regards to gender in the workplace and how stereotypes can be challenged to promote greater levels of equality within different careers.
- A diverse range of external speakers who can challenge stereotypes by being in a variety of different industries.
- PSHE schemes of work that address gender stereotypes and employment law.
- Rewriting the equalities policy in a parent friendly way and translated into the community languages spoken at the school to ensure that all parents are able to interact with information related to gender equality.
- At all information evenings, information is provided about issues related gender inequalities and how parents and school can work together to combat these.
- Group Calling information to parents within the news or related to opportunities that are linked to promoting gender equality.



## Measuring Changes

- Asking students to assess the impact of the information that they received on future decisions based on subject choice and careers
- Parental surveys- asking parents about the usefulness of the information
- Interactions with material sent out to see whether parents have opened documents sent home and how long they have spent engaged with the material
- Student work- evidence for what new information students have gained and how they are responding to this
- Destinations data - looking at what courses students are moving onto to assess whether current gender stereotyping is being reduced
- Options choices - to see if there is a shift in genders picking subjects at GCSE and A level and whether there is more balance in numbers



Shahnaz is an alumna of Oaks Park. She left in 2012 having studied Maths, Chemistry and Biology at A Levels. Following her A levels, she completed a Masters in Pharmaceutical Chemistry at Queen Mary University.

Shahnaz is currently working in Technology at a global tech leading company, Vodafone. Her talk will focus on working in technology, with a focus on women in STEM.

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