*[The following template includes the core elements that should be included in a whole school action plan and can be adapted to suit the particular school context in which it is to be used.]*

Whole School Action Plan

Aim and objectives

# Aim

Create a school environment free from sexism, in which boys and girls can learn and live as equals.

# Objectives

1. Identify the action **[name of your school]** will take to promote sex equality.
2. Facilitate a cohesive, whole school approach to tackling sexism.
3. Communicate **[name of your school]**’s commitment to, and means of promoting, equality between girls and boys.

# Sexism in schools

Research on sexism in schools reveals that gender stereotyping, sexist language and sexual harassment are prevalent in UK schools. A study commissioned by UK Feminista and the National Education Union7, conducted by the University of Warwick, found:

* Over a third (36.7%) of female students at mixed-sex secondary schools have been sexually harassed at school.
* Almost one in three (32%) teachers in mixed-sex secondary schools witness sexual harassment in their school on at least a weekly basis.
* 64% of teachers in mixed-sex schools hear sexist language in school on at least a weekly basis. Over a quarter of teachers (29%) report sexist language is a daily occurrence.
* A quarter of all secondary school teachers say they witness gender stereotyping and discrimination in their school on a daily basis, and a further quarter say they witness it on a weekly basis.

**[Name of your school]** is committed to tackling sexism and working to ensure that girls and boys can learn and live as equals.

Implementation

# Leadership

The lead staff member responsible for the whole school action plan is **[name]**.

**[Insert names of other individuals or groups with specific leadership responsibilities relating to the action plan.]**

As a formal document, the whole school action plan operates in conjunction with: **[List existing policies and strategy documents relevant to the action plan, such as the school’s anti-bullying policy and equal opportunities policy.]**

# Timeframe

This action plan runs from **[date]** until **[date]**.

# Reporting and review

An annual progress report of the whole school action plan will be completed by **[working group or named person]** and presented to the **[name of school]** board of governors. The first report will be presented on **[date]**.

As part of the progress report, consideration will be given to the following:

* Implementation of actions and realisation of targets identified in the strategy
* Qualitative feedback from staff and students
* Number of staff who have received training on tackling sexism
* Number of students and staff who reported incidents of sexual harassment and sexual violence
* Number of students who participated in a workshop/talk/lesson on sex equality
* Opportunities created for students to take positive action to tackle sexism, such as participation in a feminist group or campaign

Data gathering activities to support the annual progress review are identified in the whole school action plan.

**[Insert any other arrangements for monitoring and reviewing the action plan.]**

Action plan

The following action plan sets out what **[name of your school]** will do to promote sex equality. The actions support the following three strategic priorities - which are the main pillars of a whole school approach to tackling sexism:

1. Establish an organisational framework for tackling sexism.
2. Train and equip teachers with the knowledge, resources and confidence to tackle sexism.
3. Support students to learn about sexism, to report incidents and to take action for equality.

| Strategic priority | Action | Delivery date(s) | Monitoring requirements | Staff lead |
| --- | --- | --- | --- | --- |
| 1. Establish an institutional framework for tackling sexism. | [Suggested actions in blue]1.1 Establish a working group within the senior management team or board of governors in order monitor progress on the whole school action plan.1.2 Amend existing school policies to reflect the aim, objectives and strategic priorities of the whole school action plan.1.3 Survey students about their experiences of sexism and sexual harassment. |  |  |  |
| 2. Train and equip teachers with the knowledge, resources and confidence to tackle sexism. | 2.1 Provide Continuing Professional Development training for teachers on how to tackle sexism.2.2 Make practical resources available to teachers on how to promote sex equality.2.3 Ensure all staff are aware of the whole school action plan and procedural guidelines for responding to incidents of sexism and sexual harassment. |  |  |  |
| 3. Support students to learn about sex inequality, to report incidents, and to take action for equality. | 3.1 Hold a workshop for students on sexism and how to effect positive change. 3.2 Ensure all students are aware of the whole school action plan and the policy on sexual harassment and how to report incidents.3.3 Integrate challenging sexism into the school curriculum and run classroom activities for all students on sexual harassment, sexist language and gender stereotyping. |  |  |  |