*[All schools and colleges applying for the UK Feminista: Action Award must complete and submit this supporting evidence form, containing a completed Action Plan Progress Framework and a case study, in order to evidence the work they have undertaken to combat sexism and sexual harassment and demonstrate the impact this has had. Applicants must complete both parts of the form for their application to be considered for an award.

Please note, applicants do not have to ‘complete’ the process of taking a whole school / college approach to apply, as this should always be an ongoing piece of work. We are keen to hear from schools and colleges who have made progress on their action plan, can reflect on the impact of activities undertaken so far and have a comprehensive action plan involving the whole school or college community going forward.]*

Whole School / College Approach Action Plan: Progress Framework

*[Please complete and submit the below Action Plan Progress Framework. This framework will underpin your work on taking a whole school or college approach to tackling sexism, so can be used as a working document to guide you from the initial planning stages to monitoring progress and impact later on.

The following template includes core elements that can be included in a whole school or college approach action plan and can be adapted to suit the particular context in which it is to be used. The suggested activities included in the plan should not be treated as an exhaustive list of possible activities - schools and colleges are encouraged to innovate to identify new ways of tackling sexism and sexual harassment.]*

Aim and objectives

# Aim

Create a school or college environment free from sexism and sexual harassment, in which all students can learn and live as equals.

# Objectives

1. Identify the action **[name of your school or college]** will take to prevent sexism.
2. Facilitate a cohesive, whole school or college approach to tackling sexism.
3. Communicate **[name of your school or college]**’s commitment to, and means of promoting, equality between girls and boys.
4. Track progress and measure the impact of action taken.

# 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 Union, 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 or college]** 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 or college approach 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 or college approach action plan operates in conjunction with: **[List existing policies and strategy documents relevant to the action plan, such as the 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 or college approach action plan will be completed by **[working group or named person]** and presented to the **[name of school or college]** board of governors. The first report will be presented on **[date]**.

Data gathering activities to support the annual progress review are identified in the whole school or college approach 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 or college]** will do to promote sex equality. The actions support the following four strategic priorities - which are the main pillars of a whole school or college 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.
4. Secure the support and engagement of parents and guardians in the whole school or college approach action plan.

| Strategic priority | Action | Delivery date(s) | Monitoring requirements | Staff lead | Notes on progress / impact |
| --- | --- | --- | --- | --- | --- |
| 1. Establish an institutional framework for tackling sexism. | **[Suggested actions in blue italics]***1.1 Establish a working group within the senior management team or board of governors in order monitor progress on the whole school or college approach action plan.**1.2 Amend existing school or college policies to reflect the aim, objectives and strategic priorities of the whole school or college approach action plan.**1.3 Survey students about their experiences of sexism and sexual harassment.**1.4 Hold focus groups with students to learn about their experiences and views on sexism at school or college.**1.5 Amend monitoring systems to explicitly record* *incidents of sexism and sexual harassment and ensure all students and staff are aware of these systems.* |  |  |  |  |
| 2. Train and equip teachers with the knowledge, resources and confidence to tackle sexism. | **[Suggested actions in blue italics]***2.1 Provide Continuing Professional Development training for all teachers and school or college staff on how to tackle sexism.**2.2 Make practical resources available to teachers on how to tackle sexist language, gender stereotyping and sexual harassment.**2.3 Ensure all staff are aware of the whole school or college approach action plan and what their role in it is.**2.4 Hold one-hour training session for staff on tackling sexual harassment.**2.5 Integrate activities relating to the whole school or college approach action plan into the staff management / appraisal system.**2.6 All governors to complete UK Feminista’s online* *training course on tackling sexism in schools.* |  |  |  |  |
| 3. Support students to learn about sex inequality, to report incidents, and to take action for equality. | **[Suggested actions in blue italics]***3.1 Hold assemblies for every year group on sexual harassment.**3.2 Run classroom activities for all students on sexual harassment, sexist language and gender stereotyping.**3.3 Support students to conduct a gender stereotyping audit.**3.4 Display posters challenging sexual harassment and sexist language in every classroom and other communal spaces.**3.5 Encourage students to take positive action to tackle sexism, such as participation in a feminist group or campaign.* |  |  |  |  |
| 4. Secure the support and engagement of parents and guardians in the whole school or college approach action plan. | **[Suggested actions in blue italics]***4.1 Write to all parents and carers about the whole school or college approach to tackling sexism and share UK Feminista film for parents and guardians.* |  |  |  |  |

Case Study

*[Please include a case study summarising the action your school or college has taken and the impact this has had. This should be no more than 400 words and we recommend using a bullet point format. Examples of written case studies can be found on* [*our website*](https://ukfeminista.org.uk/resources/case-studies/)*.]*