



Stockton Sixth Form College

Supporting Student Success



Action Plan: Gender

Issue	Targets	Performance Indicators	Staff Responsible and date	Progress
Achievement of male students	Monitor achievement by gender to identify any long term trends/issues <u>Reduce the gap in results by:</u> <u>2% for AS</u> <u>2% for A2 A-B grades.</u> <u>Improve female achievements at GCSE by 5%.</u> Share good practice among departments Incorporate analysis in department SARs	Gap in achievement which was 1% at A2; 1.6% at AS and 6.9% at GCSE lower for males than females in 2008-09	SK HODs – Sept 2010 HODs – Sept 2010	
Impact of policies/procedure on ♀ and ♂	Continue to assess policies following cycle of review by the Corporation	SMT minutes Modifications made	SMT Review cycle	
Gender bias in subject choice	Ensure diverse, non-stereotypical images of ♂ and ♀ in marketing materials Increase non-stereotypical choices	Prospectus Newsletter Department display Leaflets Recruitment	LM VMH HODs	
Gender differences in retention	Monitor retention by gender to maintain or better 2008/09 of 95% for	Leavers in line with their proportion in College	VMH	

	male and female benchmark			
Learner Voice	Convene focus group of students to discuss gender issues	Minutes - Issues raised incorporated into action plan	VMH – March 2010	
Stereotyping in the classroom	<u>All teaching Sstaff to attend</u> training in E&D in the classroom	Positive comments in lesson observation	<u>VMH – June 2010</u>	

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Promotion of equality and diversity	Ensure gender issues incorporated in pastoral programme. Gender issues relevant to safeguarding are included in pastoral curriculum	Tutorial curriculum	LL, VMH	
Staff recruitment/retention	Actively promote College as an Equal Opportunities employer <u>in all literature associated with staff recruitment</u>	Advert/Job description	SK	