

SFC Gender Action Plan: Resources

General sources of information

- Advance HE: <https://www.advance-he.ac.uk/>
- Equate Scotland: <https://equatescotland.org.uk/resources/>
- Close the Gap: <https://www.closesthegap.org.uk/>

Infrastructure

Attracting Diversity, Equality Challenge Unit (now Advance HE)

- [Attracting Diversity webseries and accompanying worksheets](#)
 - Designing and conducting research for a positive action initiative
 - Moving from research to action
 - Developing an evidence-based positive action initiative
 - Implementing and evaluating initiatives
 - Applying and sharing learning from positive action pilots
- [Attracting Diversity End of Project Report](#)
- Attracting Diversity Case Studies (forthcoming)

Whole Schools Approach

A partnership project between Rape Crisis Scotland and Zero Tolerance, this is a young person led project that aims to tackle sexual harassment, gender inequality and gender-based discrimination in secondary schools. This is a pilot project running for three years.

Unconscious Bias

[Unconscious Bias](#), Equate Scotland: a short outline of what unconscious bias is and what you can do about it in the workplace.

Embedding equality and diversity in the curriculum

[Embedding equality and diversity in the curriculum](#) Higher Education Academy (now Advance HE): embedding equality and diversity in the curriculum resources:

- [Equality and diversity in learning and teaching in HE - compendium of papers](#): compendium of practice from Equality Challenge Unit and Higher Education Academy's joint conferences on equality and diversity in learning and teaching. Comprises introduction and summary with relevant theory, plus nine papers of good practice.
- [Whose Job is it Anyway? Analysis of approaches to tackling gender imbalances at the subject level in Scotland's colleges and universities](#): report mapping the current approaches being utilised to tackle gender imbalances in Scotland's colleges and universities, analysing what works and offering ways forward.
- [Equality and diversity in learning and teaching in Scottish universities - trends, perspectives and opportunities](#): research publication on the current trends and opportunities for the further development of equality and diversity in learning and teaching. This publication is accompanied by two responses (by Equality Challenge Unit and Universities Scotland).
- [EEDC model for learning and teaching practitioners](#): a tool to support change in practice on the level of classroom, module and programme of study, considering EEDC through the lens of curriculum design, delivery and assessment.
- [EEDC self-evaluation frameworks](#): the self-evaluation framework is for individuals, departments or whole institutions to use as benchmarking and development tools.
- [Inclusive learning and teaching in higher education: a synthesis of research](#): a synthesis of research reports and research findings on inclusive learning and teaching, considering implications for policy and key stakeholders.
- Video interviews:
 - [Building inclusivity: engagement, community and belonging in the classroom](#): four video interviews with experts on inclusion in the classroom.
 - [Higher education and social mobility: a student's perspective](#): the HEA hosted a student jury in its 2013 conference to review the evidence and to assess the contribution of HE providers in improving social mobility in the UK. This video highlights aspects of this work.

- Webinars:
 - [EEDC lunchbyte series](#): webinars on and around EEDC including the legal background for embedding equality and diversity in the curriculum, practical examples for its implementation, inclusive technology, and student engagement and equality and diversity.
 - [Implementing change and embedding equality and diversity in the curriculum](#): a webinar highlighting the work of the eight Scottish colleges and four Scottish universities involved in the programme to develop an inclusive culture within their institutions and further embed equality and diversity in the curriculum and learning environment.

- [Discipline specific guides](#): objective and practicable guidance for disciplines on how to support academics in embedding equality and diversity in their learning, teaching and assessment practices so as to create learning and teaching experiences and environments that enable all students to reach their potential, to feel included in their learning journeys, and to become diversity competent.
 - [Art and Design](#)
 - [Classics](#)
 - [Education](#)
 - [Physical Science](#)
 - [Social Work](#)

[Embedding equality and diversity in the curriculum reports](#)

- [Developing an inclusive culture in higher education: final report](#): the final report on the HEA's change programme: developing an inclusive culture.
- [Embedding equality and diversity in the curriculum: lessons from Scotland's colleges](#): a report into the outcome of a one-year project facilitated by Scotland's Colleges and aimed at further embedding equality and diversity in the college sector.

[Close the Gap information for employers](#)

- [Public sector employers](#)
- [Private sector employers](#)
- [SMEs](#)

Influencing the influencers

- Zero Tolerance
 - [Webinar for Early Years practitioner - Challenging Gender Norms and Stereotypes in the Early Years](#)
 - [Healthy relationships in early primary settings](#)
 - [The default setting; What parents say about gender stereotyping in their children's early years](#)
- Equality Challenge Unit (now Advance HE)
 - [Gender Equality in STEM](#) free online open access course, developed by Equality Challenge Unit in partnership with Open Educational Practices in Scotland.
 - This online open educational resource (OER) is designed for teachers of late primary and early secondary pupils. This course aims to reduce barriers for participation in STEM subjects by female students by challenging gender stereotyping, addressing unconscious bias and building STEM capital in the classroom, using an enquiry based approach. This online OER is designed not only to deliver information but to contribute towards transformational change in schools.

Raising awareness and aspiration

- [Leading Women of Scotland 2016](#), Equate Scotland
 - inspirational Women from the past, present, and future of STEM

Encouraging applications

- [Equate Positive Action](#), Equate Scotland
 - Learn why language matters – this briefing outlines what organisations can do to increase the interest from women applicants by using the right language and tone.
- [Positive Action Annual Review 2016](#), Equate Scotland
 - Annual review of the Positive Action Project – supporting employers and training providers to lawfully and effectively recruit, retain and progress women in STEM and the built environment.
- [Recruitment Language Guide](#), Equate Scotland
 - A step-by-step guide to creating gender-neutral copy for STEM job adverts, course descriptions and other documents
- More females interested in STEM courses with these initiatives and support
 - [SmartSTEMs](#) – the glue between FE, HE, industry and schools.
 - [Become a technology role model](#), Our Skillsforce from SDS
 - [Encouraging females into Digital Technology](#), SDS video

Be What You Want

Close the Gap's [Be What You Want](#) is a campaign to raise awareness of gender stereotyping and occupational segregation, in the context of subject and career choice, among children and young people.

The campaign aims to ensure that children and young people are not limited in their expectations and can make informed decisions about their future based on their passions, skills and talent, and not gender stereotypes.

This project includes a suite of free resources for young people, [teachers](#), professionals and parents and carers:

- Young people
 - [Choose your own path](#)
 - [Real life case studies](#)
 - [Comic strips](#)
- Professionals
 - [Gender stereotyping](#)
 - [Curriculum for Excellence](#)
 - [Further resources](#)

Equally Safe

[Equally Safe](#) is Scotland's strategy to prevent and eradicate violence against women and girls.

[Equally Safe in Higher Education](#) (ESHE) aims to eradicate gender-based violence in higher education. A [toolkit](#) has been developed to challenge gender-based violence (GBV) across Scotland's university campuses. The toolkit was created at the University of Strathclyde by the ESHE Project team and was funded by the Scottish Government. The ESHE Toolkit provides a practical collection of free materials and resources developed specifically for Scottish universities which can be used as they are or adapted to suit individual institutions.

TransEDU

TransEDU website (www.trans.ac.uk) provides resources and information for supporting trans, non-binary & gender diverse applicants, students and staff in Further and Higher Education

Supporting success

[Student Engagement in Gender Action Plans Project, NUS and sparqs](#)

Meaningful and sustained student participation throughout the GAP process is key to ensuring that colleges and universities are bold and creative in their approaches, and put the needs of their students at the centre of the process.

Project resources:

- [Benchmarking and development tool](#), March 2018

[Best Practice Guide for Tech Employers, Equate Scotland](#)

Our best practice guide for tech employers commissioned by Digital Scotland, includes chapters on recruitment and retention of women, with case studies from employers.

[Equate Diversity in Construction Report, Equate Scotland](#)

Equate Scotland working with Skills Development Scotland, have produced a full analysis on the construction industry and how diversity can be the answer to the skills shortage.

[Gender Equality is Good for Business – Briefing, Equate Scotland](#)

A short outline of why gender equality in STEM is good for Scotland economy and labour market

[Rising to the challenge. How Scotland can recruit, retain and support women in STEM, Equate Scotland](#)

Our new report on what Scotland can do for women in STEM with over 1100 respondents.

[Women in Engineering Employers' Best Practice Guide, Equate Scotland](#)

This guide has been developed for engineering employers in Scotland to support them in taking on these changes and attracting, recruiting and retaining women to the engineering sector

[Supporting the women in STEM agenda, Equate Scotland](#)

Tips for how student officers can support and raise the profile of women STEM students on campus.

Research

- [The Gender Penalty Exploring the causes and solutions to Scotland's gender pay gap](#), Close the Gap.
- [Gender Equality Pays The economic case for addressing women's labour market inequality](#), Close the Gap.

Men in Nursing, NHS Education for Scotland

This study aimed to explore the influences and causes of under-representation of men in pre-registration nursing in Scotland by establishing the rates of recruitment and retention of males to pre-registration programmes (including all fields of nursing and pre-registration MSc options) over the past 5 years (May 2018). This was achieved through gathering the views and experiences of male pre-registration nursing students, nursing and further education college lecturers and school guidance teachers. The study made a number of recommendations to address these issues.

- Men in Nursing [Final report](#)
- Men in Nursing [Executive summary](#)