



Focusing on Gender Inequality

Understanding how colleges can contribute to narrowing the gender equity gaps

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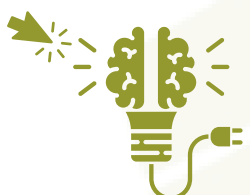
Watch: The European Women Rectors Association (EWORA) and the International Association of Universities (IAU) 'How higher education institutions can take action to promote gender equality—through teaching, research, campus initiatives, and community engagement.' (2025)



Read: sparqs: understanding 'Student Engagement in Gender Action Plans (GAPS)'. How to ensure student voices inform action.



Listen: Newcastle University's 'Equality On the Mind; exploring unconscious bias and it's impact on everyday learning interactions'.



Learn: OpenLearnCreate from the Open University: Gender Equality in STEM. Free introductory level course.



Practice: SFC Gender Action Plan: Resources a guide to resources and actions you can take in your organisation to reduce gender inequality.

Gender Inequality		
What Gender Inequality Looks Like in FE/HE Attention gaps Women and non-binary students face disparities in certain subjects, research, STEM, placements & skills events Marginalised groups experience higher rates of harassment, discrimination, and being asked to complete Gender representation The role of staff Gender equality Gender equality Career Pipeline Inequality Career Pipeline Inequality	Steps to Take Create Safer, More Inclusive Learning Spaces Train staff in inclusive teaching and bias reduction Challenge gendered assumptions in classes and group work Use lecture theatre learning diverse scholars Strengthen Support Systems Gender-diverse students interrupted opportunities to advance locally in their Career Pipeline Inequality Career Pipeline Inequality	Empowering Students Join or form women's networks, LGBTQ+ societies, or advocacy groups Access peer mentoring or study support groups Participate in student voice panels shaping equality data Report incidents without fear using anonymous or confidential systems
Why it matters Inequality reduces retention, academic confidence, and sense of belonging Diverse learning environments improve retention, collaboration, and overall attainment across the student body Universities have legal duties (e.g. Equality Act 2010 in the UK) to reduce discrimination and promote inclusion	Clear Ambition & Career Opportunities Offer targeted relationships, internships, and placements Provide work-life balance, confidence, and negotiation Collect and share gendered/aggrieved attainment data Improve Representation & Role Modelling Recruit and promote women and gender-diverse staff Create mentoring schemes with diverse professionals	What Students Say They Need Fair and visible reporting systems for harassment Safe, inclusive classrooms with respect for personal and identity More female and gender-diverse lecturers, mentors, and role models Scholarships and funding targeted at under-represented genders in STEM, leadership, and research Opportunities for peer networks and identity-based societies

Free Infographic



THE GLOBAL GOALS

Collaborating	Skills
Collaborating Building Trust and Working Together Developing relationships of trust, acknowledging diverse values, skills, and perspectives, and creating safe spaces enables everyone to contribute to shared purposes and collective impact.	Relationship-Building Skills Nurturing relationships with emotional intelligence grounded in trust, respect, mutual understanding, and a spirit of collaboration. Inclusive Mindset and Intercultural Competence Willingness and competence to embrace diversity and include people and communities with different perspectives and backgrounds. Co-Creation Skills Facilitating collaborative processes with diverse stakeholders, fostering teamwork and psychological safety, and being aware of power dynamics. Communication Skills Ability to listen deeply, foster genuine dialogue, advocate one's views skillfully, manage conflicts constructively and adapt communication to diverse groups. Mobilisation Skills Inspiring and enabling others to engage in shared purposes and collective action.

INNER DEVELOPMENT GOALS
Transformational Skills for Sustainable Development



1.1.3 Develops learning relationships based on mutual respect and integrity.