



IMPROVING
GENDER
BALANCE
SCOTLAND

A partnership between Skills Development Scotland, the Institute of Physics and Education Scotland

CHALLENGING STEREOTYPES: ENCOURAGING GENDER BALANCE

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equal
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independent
partner beautiful
smart
talk
hair
fashion
artistic
sensitive
chatty
emotional
organised
oversharers
pink
pretty
make up
offendable
mums
moany
clothes
thoughtful
polite
creative
articulate
make-up
intelligent
glitter
mother
sensible
strong willed
clever

dirty
quiet
mud
kinesthetic
polite
physical
sporty
play
strong
cars
smelly
outside
outdoors
mucky
athletic
muddy
banter
messy
energetic
confident
decide
build
blue
loud
beer
hardworking
creative
logical
clever
sports
can fix anything
straightforward
tall
stuborn
useless

"Overall, the differences between males and females should not be of major concern to educators. There is more variance within groups of boys and within groups of girls."

VISIBLE LEARNING:
A SYNTHESIS OF OVER
800 META-ANALYSES
IN EDUCATION





The ABC of Gender Equality in Education

APTITUDE, BEHAVIOUR, CONFIDENCE



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This evidence strongly suggests that gender gaps in academic performance are not determined by innate differences in ability.

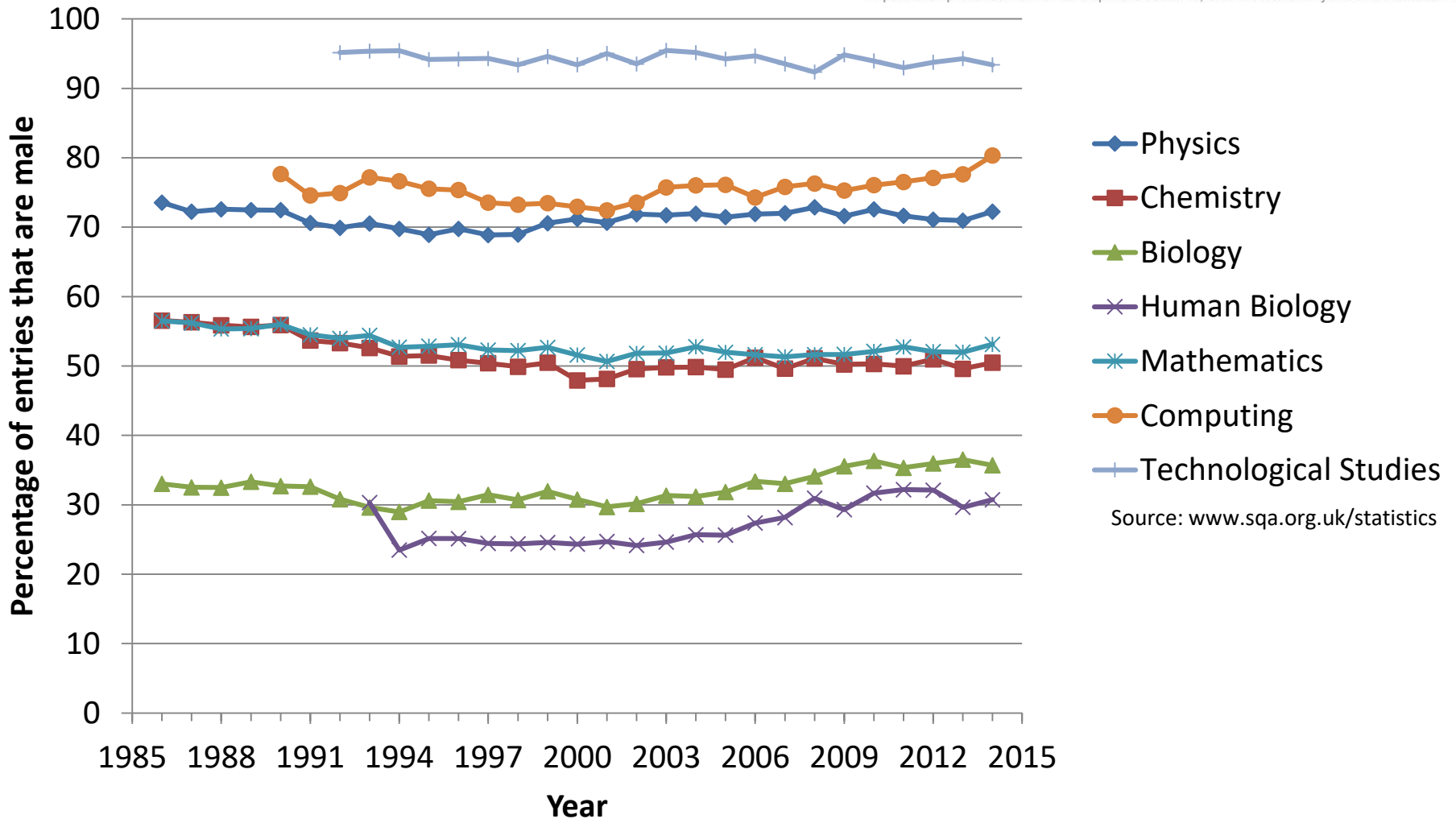
OECD (2015), *The ABC of Gender Equality in Education: Aptitude, Behaviour, Confidence*, PISA, OECD Publishing.



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Gender balance in uptake of STEM Higherers

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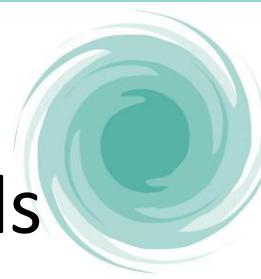


Source: www.sqa.org.uk/statistics

In a study of ... award-winning books, male protagonists outnumbered female ones three to one, and 21 out of 25 books contained images of women wearing aprons.

(Narahara, 1998)

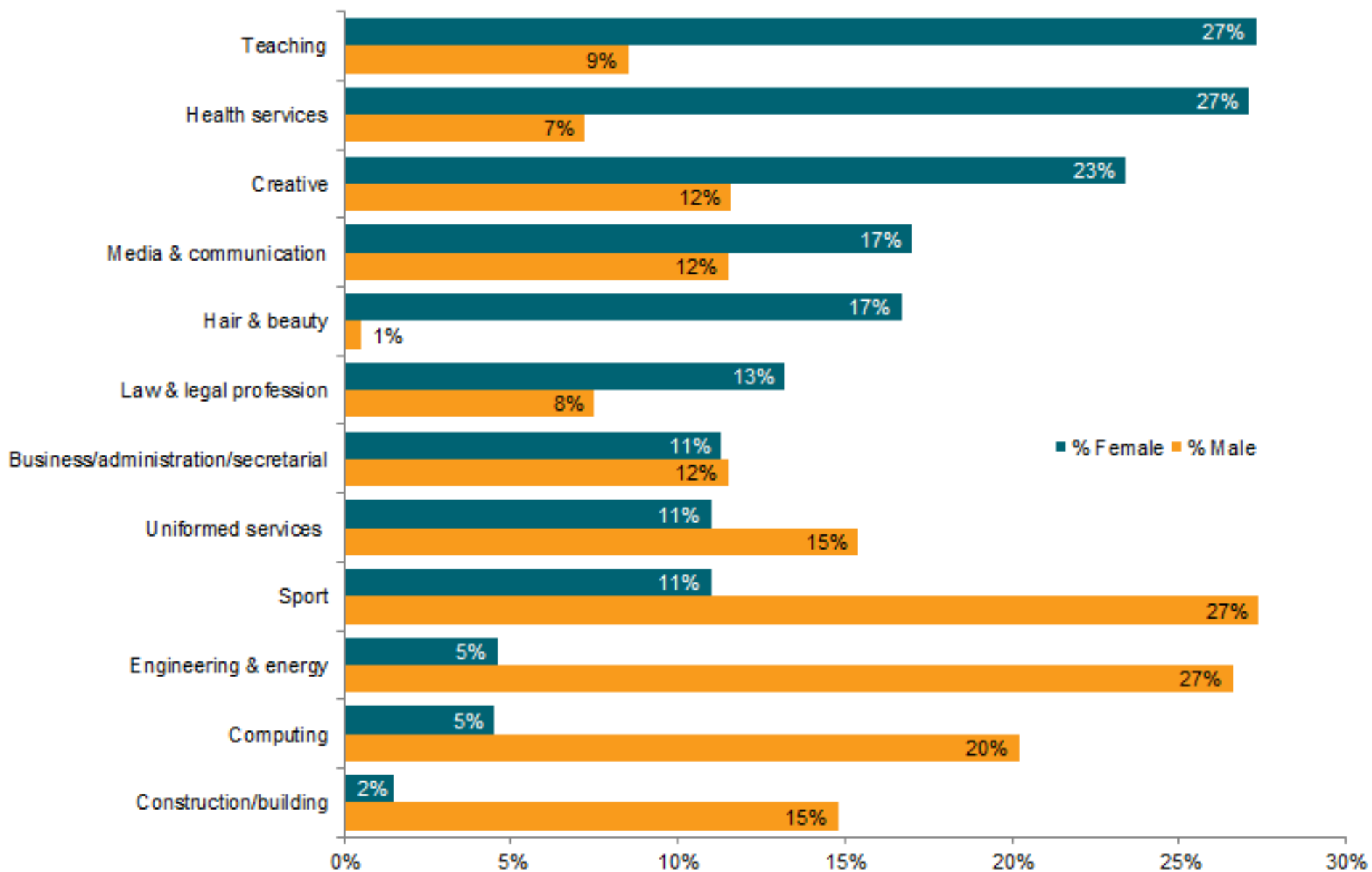
P4 girls asked to write down words they associate with girls



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Career plans



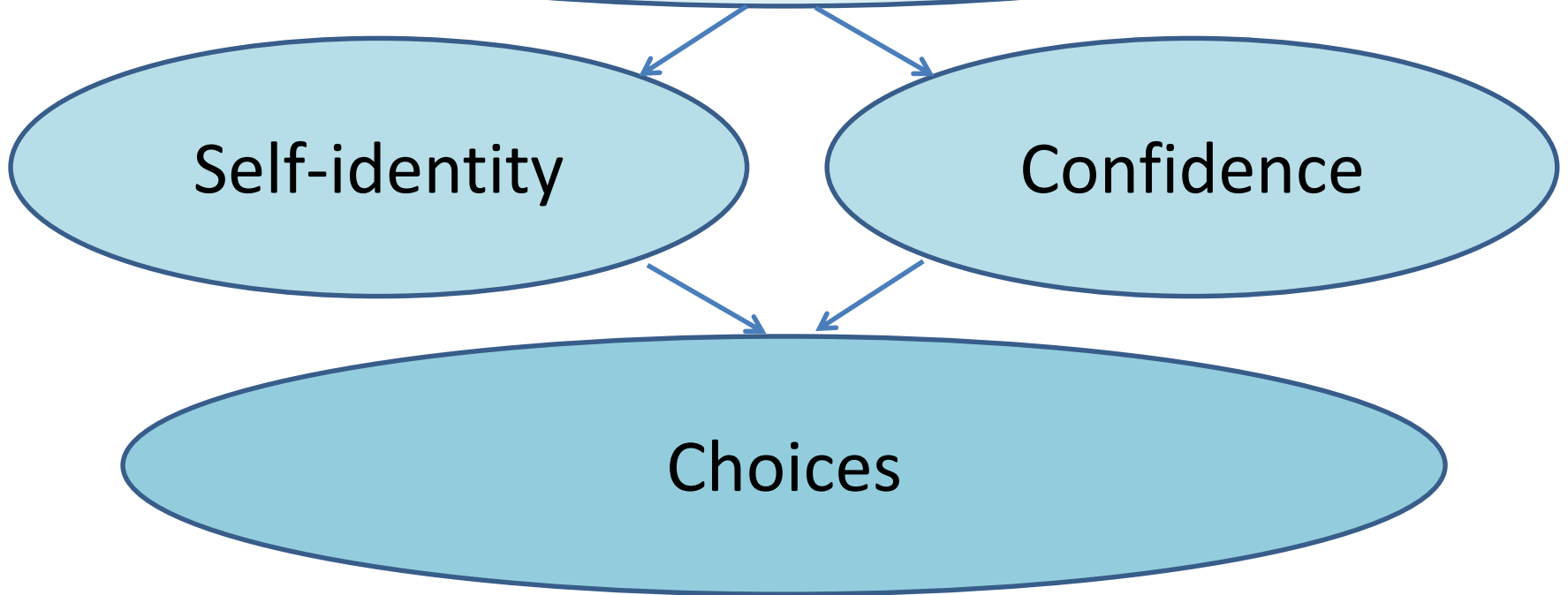


Gender stereotypes

Self-identity

Confidence

Choices





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“... they praised girls for their clothing, hairstyles, neatness, and helping behaviors, and in contrast praised boys for their strength, physical skill, size, and academic accomplishments...”

Quoted in Aina & Cameron (2011)

One study found that 80% of the observed teachers discouraged preschool girls from using computers by their words and attitudes.

Quoted in Aina & Cameron (2011)

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- Tackling gender stereotypes
- Inclusive teaching

www.bit.ly/NIHgenderbalance