

Mr Patrick Johnson
Head of Equality, Diversity and
Inclusion

WELCOME

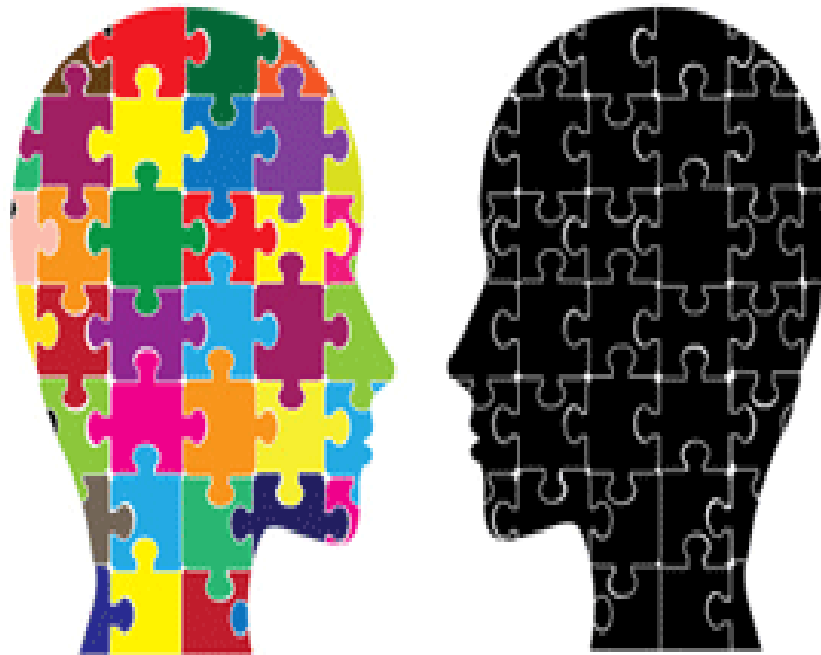


Patrick Johnson, Head of Equality, Diversity and Inclusion

Key Challenges

- Attainment by certain groups
- Lack of role models
- Gender Pay Gap
- Overrepresentation of certain groups in exclusions/academic malpractice
- Lack of diversity in senior positions
- Mental health and well being
- Bullying and harassment

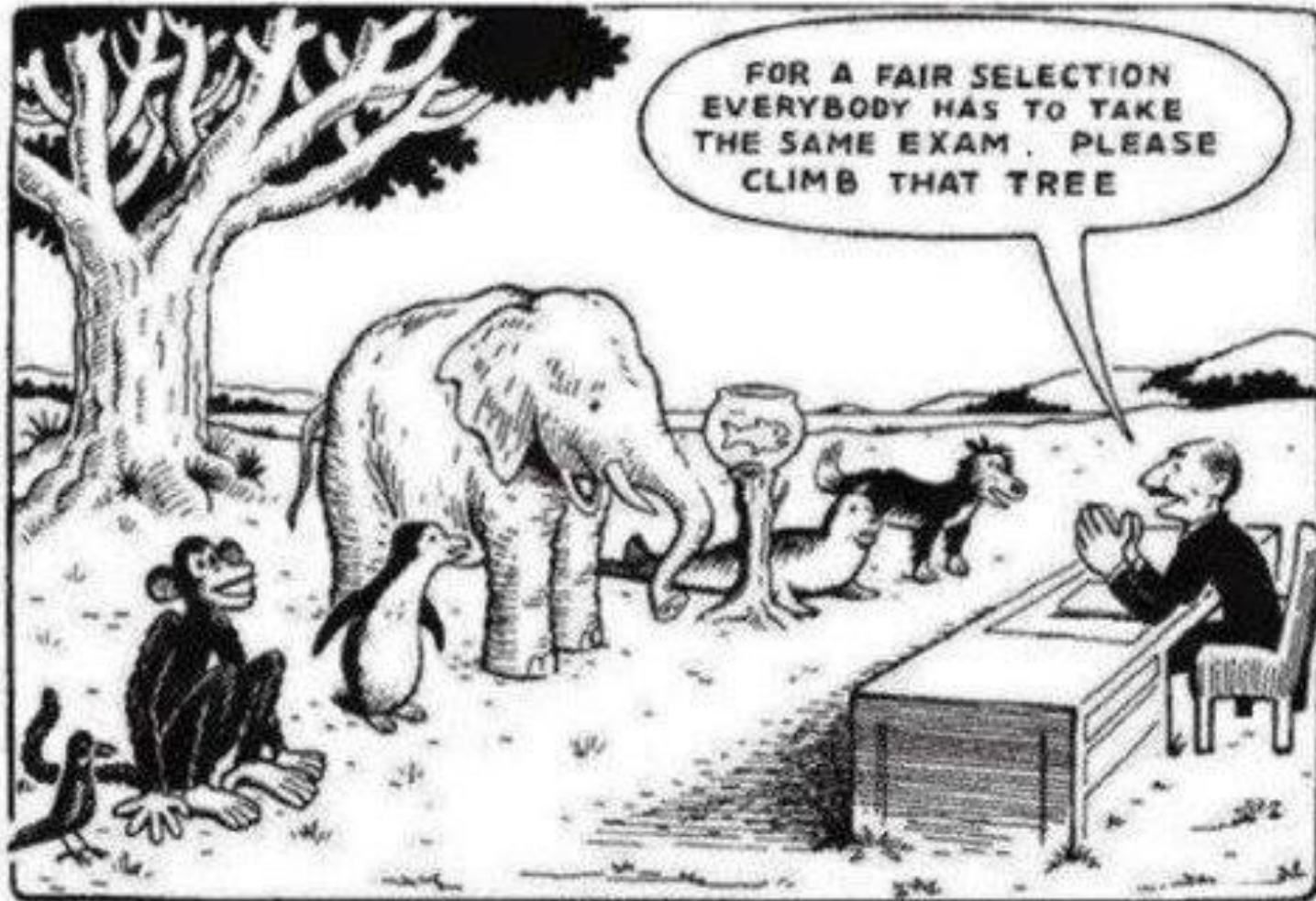
Unconscious Bias



- On average, teachers give boys more time than girls to answer questions in class.
- Feedback given to girls about their work is usually focussed on presentation, feedback to boys is focused on content and how to improve.
- Boys are more likely than girls to raise their hands in class.
- White males tend to get more attention from the teacher than other groups.
- When teachers are asked to remember their 'best' students, the answers are overwhelmingly males.

Sadker & Sadker, 2009

Equal Treatment



If you judge a fish by its 'ability' to climb a tree, it will spend its entire life believing its stupid - Albert Einstein

Enjoy the Conference