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| *(please insert college logo)* | **Gender Equality and Social Inclusion (GESI) Action Plan**  |
| **Name of CoE:** |  |
| **Timeframe of Plan:**(Example: March 2020 – March 2021) |  |

***Goal: To ensure that by 2025 Ghana has a responsive teacher education system that genuinely responds to equality and inclusion.***

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| **Objectives and Targets** | **Gaps or****Baseline**{area (s) needing improvement to achieve the objective. This should be based on CoE’s specific baseline. Statistics can be supported with narrative explanation} | **Year 1 Target****(**Please refer to GESI Framework on how to state the targets) | **Activities**{Please refer to the GESI Strategic Framework for examples of activities that can be undertaken} | **Responsibility**(Who in the CoE will be leading in the implementation of the activities) | **Timeframe** {e.g. March – June May} | **Expected Results**What benefit(s) will yield out of addressing the identified gap (s). Or what is the expected CHANGE or TRANSFORMATION. E.g. Improved female participation in student leadership activities as a result of the increased number of female students’ enrolled. (refer to target 1.1).E.g. Effective response to sexual harassment cases due to professional training of SSFPs. (refer to target 4.1). | **Means of Verification**{evidence required to ascertain the achievement of results including data sources} |
| **1. Increase representation of females at all levels of teacher education** |
| 1.1 Increase proportion of female student teachers enrolled in CoEs. |  |  |  |  |  |  |  |
| 1.2 Increase proportion of female tutors in CoEs. |  |  |  |  |  |  |  |
| 1.3 Increase proportion of female College leaders.  |  |  |  |  |  |  |  |
| **2. Facilitating effective implementation of GESI Policies and related issues in CoEs** |
| 2.1 Percentage of CoEs meeting annual GESI targets within their strategic plans |  |  |  |  |  |  |  |
| 2.2 Percentage of CoEs policies classified as being 'GESI responsive' |  |  |  |  |  |  |  |
| 2.3 Percentage of CoEs rated as being 'GESI friendly-ensuring an inclusive gender sensitive environment for all staff and student teachers' through an external, independently verified metric |  |  |  |  |  |  |  |
| 2.4 CoEs can demonstrate how they have used dedicated GESI budget lines to achieve policy objectives. |  |  |  |  |  |  |  |
| 2.5 Percentage of beginning teachers displaying effective use of gender-responsive pedagogy. |  |  |  |  |  |  |  |
| **3. Enhancing inclusion and empowering marginalised groups within teacher education** |
| 3.1 Percentage of CoE tutors adopting key competencies in inclusive education policy and implementing them in classroom |  |  |  |  |  |  |  |
| 3.2 Percentage of student teachers enrolled in CoEs who are Persons Living with Disabilities (PLWDs). |  |  |  |  |  |  |  |
| 3.3 Percentage of tutors who are Persons Living with Disabilities (PLWDs). |  |  |  |  |  |  |  |
| 3.4 Percentage of PLWD student teachers in positions of leadership. |  |  |  |  |  |  |  |
| 3.5 Percentage of female student teachers in senior leadership positions |  |  |  |  |  |  |  |
| 3.6 Percentage of female tutors appointed as Heads of Department (HoDs) |  |  |  |  |  |  |  |
| **4. Creating Safe Teaching & Learning Environment for Students, Tutors and Staff of CoEs** |
| 4.1 Each CoE has two designated & trained safe space focal person |  |  |  |  |  |  |  |
| 4.2 Each CoE has a designated and functional safe space system |  |  |  |  |  |  |  |
| 4.3 Number of reported cases of sexual harassment in 5 public universities and % of cases which led to formal disciplinary action. |  |  |  |  |  |  |  |
| 4.4 Number of reported cases of sexual harassment in 46 public Colleges of Education and % of cases which led to formal disciplinary action. |  |  |  |  |  |  |  |
| **5. Expanding and improving infrastructure to achieve GESI objectives** |
| 5.1 % of accommodation places available for female student teachers across all 46 CoEs. |  |  |  |  |  |  |  |
| 5.2 Percentage of GETFund resources disbursed specifically for female accommodation |  |  |  |  |  |  |  |
| 5.3 CoEs increase in infrastructural funds committed to gender and inclusion (breakdown- inclusion & gender) |  |  |  |  |  |  |  |
| 5.4 % increase in funding used for improving PLWD facilities (institution specific) |  |  |  |  |  |  |  |
| **6. Influencing attitudes, behaviors and practice through communications and advocacy** |
| 6.1 Percentage of college community with awareness and understanding of how GESI issues are being addressed in their institutions |  |  |  |  |  |  |  |
| 6.2 Percentage of college community who feel that all are treated equally regardless of gender or disability. |  |  |  |  |  |  |  |