

Opening up new opportunities for girls

A checklist for UTC governors

This checklist is based on an advice booklet to support UTCs in recruiting female students, published by WISE in March 2014 in partnership with the Royal Academy of Engineering.

It is intended for use by Governors so that they can support their UTC with its diversity strategy.



“ I very much hope that each and every UTC will do its best to embrace the advice, helping to ensure we all contribute to attracting the very best people – men and women – into STEM [science, technology, engineering and mathematics], which is crucial to both the global and the UK economy.”

Lord Baker, Chairman,
Baker Dearing Educational Trust



For further information see

How does your UTC measure up?

Strategy

- Does the UTC have a clear vision in terms of the type of students you want to attract?
- Does your strategic plan help you to achieve this vision?
- Does the school have access to expertise and training on diversity?
- Have you allocated a budget to support this work?

Data

- Do you monitor the profile of students and staff by gender and ethnicity?
- Do you know how this compares with the local student population and with other UTCs?
- Has the UTC set diversity targets?

Marketing

- Does the marketing strategy support the attraction and retention of female students?
- Have you tested the materials and messages with young women?

Communication with parents

- Do communications aimed at parents include positive messages about opportunities for girls at the UTC?
- Are parents encouraged to visit the school with their daughters and talk to students and teachers?
- Do you tell them about pastoral care, extra-curricular and social activities available to girls?

Role models

- Are female role models available to inspire girls?
- Does the UTC provide training to all those doing outreach and engagement activities so that they are able to communicate a positive message to girls?

Learning environment

- Are measures in place to ensure students from all backgrounds, male and female, have a positive experience at the UTC?
- Does the UTC collect feedback from students and parents and does it break this down by gender and ethnicity?

Careers advice

- Is the UTC working with local employers to increase opportunities for girls in science, technology and engineering? (eg taster days/ work placements, apprenticeships, mentoring programmes)

Celebrate and learn from success

- Do you publicise the success of female students and staff?
- Do you reward staff who demonstrate leadership around diversity and inclusion?
- Are you in touch with other UTCs to share good practice?