Gender and School Policies Training Course

Professional Development Training Course Outline

Category	Gender Studies	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In the rapidly evolving educational landscape, understanding gender dynamics in schools is critical to fostering inclusive, equitable, and safe learning environments. Gender and School Policies Training Course equips educators, administrators, and policymakers with the knowledge and skills to critically analyze, develop, and implement school policies that promote gender equality, inclusivity, and student empowerment. Through practical case studies and interactive learning, participants will explore how gender intersects with education, policy formulation, and institutional culture.

This course emphasizes evidence-based approaches, policy advocacy, and strategic interventions to eliminate gender disparities in schools. Participants will gain insights into creating gender-responsive school environments, integrating child protection strategies, addressing gender-based discrimination, and fostering a culture of equity and diversity. The training is designed to transform school systems into spaces where every learner, regardless of gender, thrives academically, socially, and emotionally.

Programme Curriculum

Gender and School Policies Training Course

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Course Duration

5 days

Course Objectives

By the end of this training, participants will be able to:

1. Analyze existing school policies for gender responsiveness.
2. Identify gender gaps and inequalities in school structures.
3. Develop inclusive school policies that address discrimination and bias.
4. Apply gender mainstreaming techniques in policy formulation.
5. Implement strategies for preventing gender-based violence in schools.
6. Promote equal access to education for all genders.
7. Strengthen teacher and staff capacity in gender-sensitive practices.
8. Advocate for policy reforms supporting gender equity in education.
9. Integrate child protection measures in school governance.
10. Evaluate the impact of policies on learning outcomes and school culture.
11. Facilitate inclusive student participation in policy discussions.
12. Leverage data-driven approaches for gender-responsive decision-making.
13. Promote community and stakeholder engagement in gender policy initiatives.

Target Audience

1. School Administrators and Principals
2. Teachers and Educators
3. School Board Members
4. Education Policy Makers
5. Guidance Counselors and Social Workers
6. NGO Staff in Education Programs
7. Teacher Trainers and Curriculum Developers
8. Gender and Child Rights Advocates

Course Modules

Module 1: Introduction to Gender and Education Policies

- gender, equity, inclusivity
- Overview of international and national gender policies
- Gender disparities in school enrollment and retention
- Role of school policies in shaping learning outcomes
- **Case Study:** Kenya’s National Gender Policy in Schools

Module 2: Gender Analysis in Schools

- Conducting gender audits
- Identifying gaps in school leadership and participation
- Evaluating curriculum and classroom practices

- Data collection methods for gender monitoring
- **Case Study:** Gender gap analysis in rural primary schools

Module 3: Gender Mainstreaming Techniques

- Policy formulation strategies
- Integrating gender in administrative procedures
- Teacher professional development plans
- Student engagement strategies
- **Case Study:** Implementing gender mainstreaming in a mixed-day school

Module 4: Preventing Gender-Based Violence in Schools

- Understanding forms of GBV in schools
- Early detection and reporting mechanisms
- Safeguarding policies and protocols
- Counseling and rehabilitation approaches
- **Case Study:** Anti-bullying and GBV initiatives in Nairobi schools

Module 5: Promoting Inclusive School Environments

- Inclusive curriculum design
- Safe spaces for all genders
- Addressing cultural and social barriers
- Encouraging girls in STEM and boys in arts
- **Case Study:** Creating gender-friendly learning spaces in rural schools

Module 6: Policy Implementation and Monitoring

- Strategies for effective policy roll-out
- Performance indicators for gender policies
- Feedback mechanisms from staff and students
- Periodic review and updates of school policies
- **Case Study:** Monitoring gender policies in private vs public schools

Module 7: Advocacy and Stakeholder Engagement

- Building partnerships with parents and communities
- Engaging NGOs and local authorities
- Advocacy campaigns for policy reforms
- Utilizing social media and public platforms
- **Case Study:** Community-led gender equity campaigns in primary schools

Module 8: Evaluation and Sustainability

- Measuring policy impact on gender equity
- Continuous professional development for teachers
- Institutionalizing gender-sensitive practices
- Creating long-term action plans for inclusivity
- **Case Study:** Sustaining gender equality initiatives in secondary schools

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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