

Theory of Change



Equally Safe at School



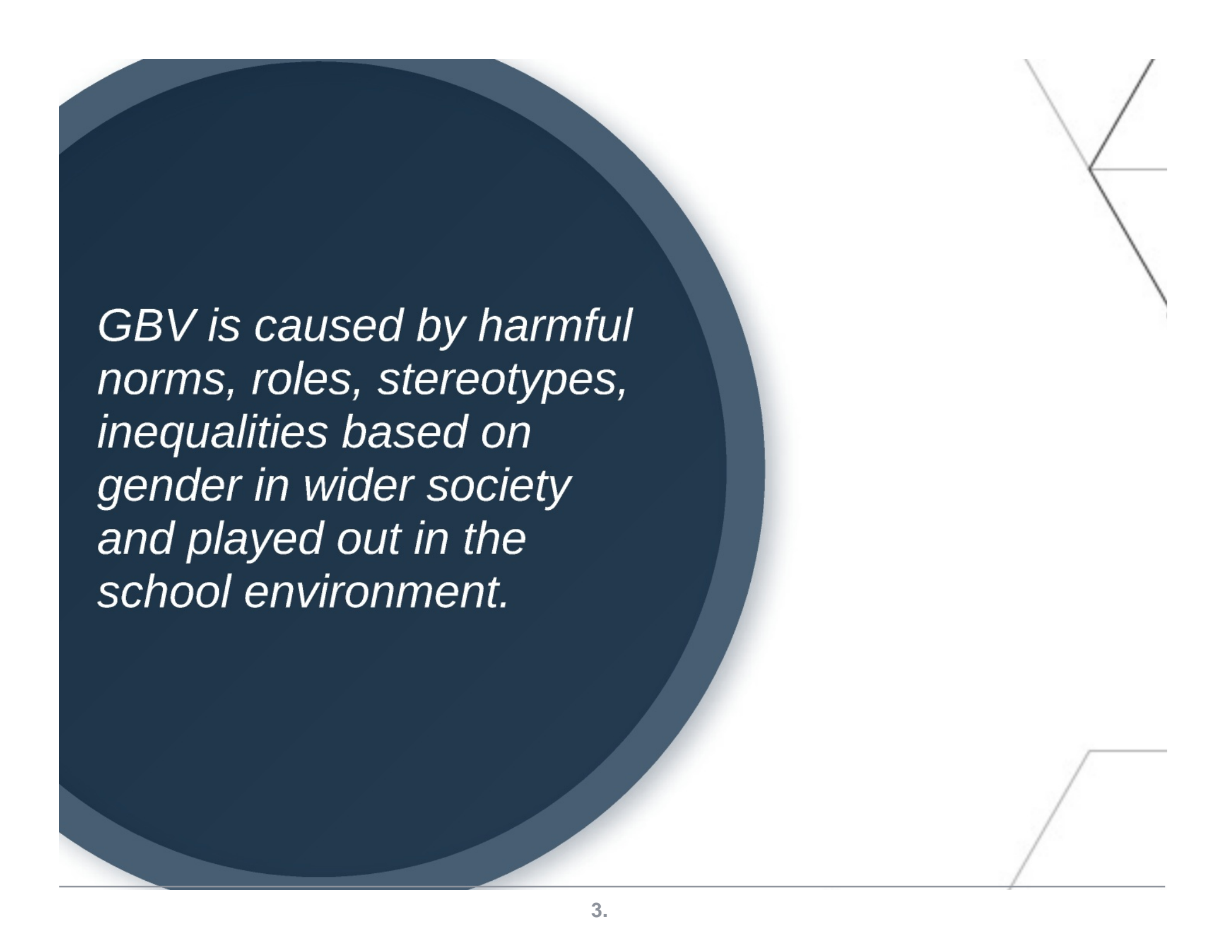
MRC/CSO Social and Public Health Sciences Unit



What is the problem?

Gender-based violence (GBV) takes place in schools, including gender inequality and discrimination, gender based bullying, and sexual harassment





GBV is caused by harmful norms, roles, stereotypes, inequalities based on gender in wider society and played out in the school environment.

ESAS activities are designed as a whole-school approach

School self-assessment

Action Group

Staff training

Curriculum review

School policy review

Student-led activities



ESAS activities work well when...

- 1. The school leadership team is aware that GBV is present in schools and believes it is important to address it.*
- 2. Sufficient time and resources are allocated to the ESAS project.*
- 3. The staff members leading on ESAS activities are well supported.*
- 4. Staff training on GBV and gender equality is prioritised.*
- 5. Activities are embedded into existing school processes.*



With what result?

1. Staff and students are more confident, competent and willing to prevent and respond to incidents of GBV.
2. Incidents of GBV are dealt with effectively.
3. Sexual harassment, gender discrimination and stereotyping happen less often.
4. School culture is more respectful, equal, tolerant.



CHANGE happens because...

- *Activities increase awareness and understanding of GBV.*
- *Staff and students are committed to tackling the problem together.*
- *Staff and students adhere less to harmful norms and stereotypes.*

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