Gender Bias in Education Systems 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

Gender bias in education systems remains a critical global challenge affecting equitable access, inclusive learning environments, academic achievement, and lifelong opportunities. Despite progress toward gender equality, SDG 4 (Quality Education), and SDG 5 (Gender Equality), systemic barriers such as stereotypical curricula, discriminatory policies, hidden bias in teaching practices, and unequal resource allocation continue to marginalize learners especially girls and gender minorities. Addressing gender bias is essential for fostering inclusive education systems, social justice, and sustainable development.

Gender Bias in Education Systems Training Course equips participants with transformative gender analysis tools, intersectional frameworks, and evidence-based strategies to identify and eliminate bias across education systems. It emphasizes gender-responsive pedagogy, inclusive curriculum design, equitable policy reforms, and data-driven decision-making, empowering stakeholders to create safe, inclusive, and gender-sensitive learning environments that promote equity, diversity, and educational excellence.

Programme Curriculum

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Introduction

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Course Duration

5 days

Course Objectives

1. Analyze systemic gender bias in education systems using intersectional frameworks
2. Identify gender disparities in access, retention, and performance
3. Examine hidden curriculum and implicit bias in teaching practices
4. Apply gender-responsive pedagogy and inclusive teaching strategies
5. Evaluate education policies through a gender equity lens
6. Strengthen gender-sensitive curriculum development and content analysis
7. Promote safe and inclusive school environments free from discrimination
8. Utilize sex-disaggregated data and gender indicators for decision-making
9. Address gender-based violence (GBV) in schools and learning institutions
10. Enhance teacher capacity for gender-transformative education
11. Integrate digital inclusion and gender equality in EdTech
12. Foster community engagement and stakeholder collaboration for gender equity
13. Develop action plans for institutional gender mainstreaming in education

Target Audience

1. Education policymakers and government officials
2. School administrators and principals
3. Teachers and educators (primary, secondary, tertiary)
4. Curriculum developers and instructional designers
5. NGOs and development practitioners in education
6. Gender specialists and social inclusion experts
7. Researchers and academic institutions
8. Education program managers and donors

Course Modules

Module 1: Understanding Gender Bias in Education

- Concepts of **gender, equity, and inclusion**
- Types of **gender bias (explicit vs implicit)**
- Intersectionality in education systems
- Global and regional gender disparities
- Impacts of bias on learning outcomes
  Case Study: Gender gaps in STEM education participation in Sub-Saharan Africa

Module 2: Gender and Access to Education

- Barriers to **enrollment and retention**
- Socio-cultural norms and early marriage
- Economic constraints and school attendance
- Inclusive policies for marginalized groups

- Gender equity in rural vs urban education
  Case Study: Conditional cash transfer programs improving girls' school attendance

Module 3: Hidden Curriculum and Classroom Bias

- Teacher attitudes and expectations
- Gender stereotyping in classroom interaction
- Language, participation, and representation
- Bias in assessment and evaluation
- Power dynamics in learning environments
  Case Study: Classroom observation studies revealing teacher bias patterns

Module 4: Gender-Responsive Pedagogy

- Principles of **inclusive teaching practices**
- Student-centered and participatory learning
- Encouraging girls' participation in STEM
- Addressing diverse learning needs
- Creating equitable classroom environments
  Case Study: Gender-responsive teaching improving girls' performance in science

Module 5: Curriculum and Learning Materials

- Gender analysis of textbooks and content
- Representation and role models
- Eliminating stereotypes in educational materials
- Developing inclusive curriculum frameworks
- Integrating gender equality themes
  Case Study: National curriculum reform removing gender stereotypes

Module 6: Policy and Institutional Frameworks

- Gender mainstreaming in education policies
- Legal frameworks and international conventions
- Institutional accountability mechanisms
- Budgeting for gender equity (gender-responsive budgeting)
- Monitoring and evaluation systems
  Case Study: National education policy integrating gender equity indicators

Module 7: School Safety and Gender-Based Violence

- Forms of **school-related gender-based violence (SRGBV)**
- Prevention and response mechanisms
- Safeguarding policies and reporting systems
- Psychosocial support for learners
- Building safe school environments
  Case Study: Anti-GBV school programs reducing harassment incidents

Module 8: Data, Technology, and Innovation

- Use of **gender-disaggregated data**
- Monitoring gender equality indicators

- Digital divide and gender inclusion in EdTech
- Technology as a tool for empowerment
- Evidence-based planning and interventions

  Case Study: EdTech initiatives bridging gender gaps in remote learning

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
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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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com