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# GENDER EQUALITY PLAN

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2023-2025



Fondazione  
*per la*  
Scuola

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# Introduction

By outlining the goals to be achieved and the measures to be implemented, the Gender Equality Plan (GEP) of Fondazione per la Scuola (FpS) is a **policy document** that aims at enhancing the participation of the professionals employed by the organization and ensuring the integration of a gender dimension in the research activities and project actions planned for the period 2023-2025.

The objective of the Plan with respect to the organization is to **promote equity of opportunity, affirm gender equality** within the organizational dynamics, **mitigate gender inequalities** and **foster an inclusive culture** that ensures mutual respect and overcomes all forms of discrimination. The aim is to support creating a cohesive professional community that shares the same goals and guarantees opportunities for growth to all employees.

Regarding the research activities and project actions that FpS implements to support the school system, the Plan aims to **ensure full participation of all players and promote diversity as a fundamental value**. In this respect, considering gender as one of the most important factors of inequalities in education, FpS intends to apply to its work the principles of gender mainstreaming and maximize everyone's human capital. This means, among others, integrating a gender dimension in its research and project activities whenever possible; studying gender as an important variable affecting learning outcomes and career prospects; ensuring that all research and project activities contribute to the promotion of gender equality and diversity. The Plan also includes awareness-raising and training opportunities on gender equality and unconscious gender bias across the organization.

The Plan represents a **flexible tool**, specifically built on the organizational model of FpS and on the specificities of its activities, designed to activate a process of change and innovation that will improve and enhance what FpS has already developed so far. The overarching objective is to achieve equality of rights and a complete valorization of the diversity of the players directly and indirectly involved both in the performance of the organization and in the activities linked to its philanthropic mission. The Plan will be gradually implemented over the coming years, also taking into account the results of the planned monitoring processes.

The reference documents used to write the Plan are:

**Horizon Europe Guidance on Gender Equality Plan**

**National Strategy for Gender Equality**

**2030 Agenda for Sustainable Development**

The objectives and actions of the Plan are endorsed by the management of FpS and intended to permeate the various levels of its structure in a progressive manner.

# Fondazione per la Scuola

## (FpS)

Established in 2001 in Turin (Italy), FpS is an instrumental body of **Compagnia di San Paolo**, a philanthropic foundation which contributes to society by working on three overarching goals aiming at:

1. enhancing culture (Culture),
2. building a fairer and more cohesive society (People),
3. sustaining the future of the planet (Planet).

The main mission of FpS is to ensure **inclusive and quality education** at primary and secondary level by, among others, working with and for the schools of the metropolitan area of Turin in Piedmont Region and Genoa in Liguria region. FpS is a **Training and Research Organization** officially accredited by the Italian Ministry of Education.

With its activities, FpS aims to promote opportunities for children and adolescents to grow according to their potential, supported by adequate knowledge and skills, becoming protagonists of their lives from birth, on a path of continuous learning. FpS works to meet this challenge by promoting the development of the territory through actions for the educating community and by supporting applied research and evaluation activities on a broad range of topics.

In line with the educational strategy of Compagnia di San Paolo, two essential components guide and direct its actions:

- The component of an **agent of change** in the European scenario 2030/2050, capable of supporting the school system in the social, environmental, and technological transition.
- The component of an **institution of applied research** in the field of education, nationally and internationally recognized.

FpS is aligned with the **United Nations Sustainable Development Goals** (Agenda 2030), in particular Goal 4 (provide quality, equitable and inclusive education and learning opportunities for all, reduce poverty) and Goal 10 (fight inequality).



FpS has been implementing different educational projects addressing the objectives described above and building strong partnerships at local, national level and international level. More recently, the organisation has created a new Research Unit, which has the objective to support a **more evidence-based approach** by building upon ongoing research projects and the expertise of the team and research collaborations established by FpS and, more generally, by Compagnia di San Paolo. The organization is therefore in the process of integrating the nature of a research body with that of a territorial development organization in the field of education.

As described above, the overarching objective is **the development of the Italian school system capable** of guaranteeing the acquisition by all and everyone of the cognitive and socio-emotional skills that are essential to participate in society and in the labour market. This is done by designing, implementing and evaluating activities that foster personalized learning and methodological innovation in a lifelong process that enhances everyone's potential.

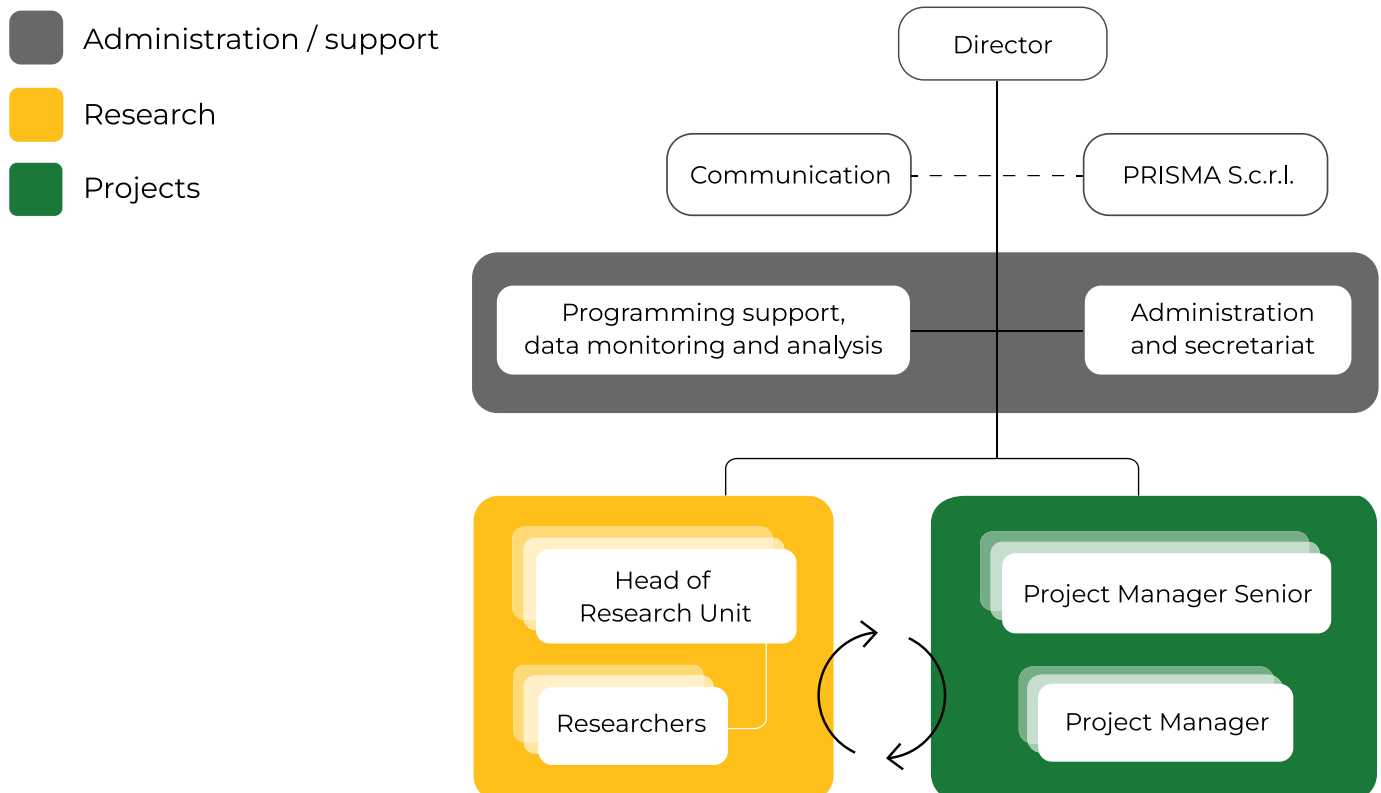
FpS main areas of intervention include:

- **Inclusion:** through the development of an inclusive school system and of targeted measures for children, FpS is committed to ensure quality education, addressing educational poverty, and supporting the transition between school levels as well as to employment and adulthood. Specific attention is dedicated to the relationship between the school environment, the work environment and society.
- **Innovation:** FpS promotes and supports innovative teaching and learning practices. These must consider the use of technology and foster the use of meaningful pedagogical practices that make use of research, interactive methodologies, and peer-to-peer learning. Particular attention is granted to the innovation of school internal processes and school management issues.

# FpS Organizational model

FpS currently has an organizational model consisting of:

- A **pool of Project Managers**, coordinated by the Director.
- An internal and external **Research Team**, working through partnerships with universities, research organizations and national and international think-tanks.



All personnel-related administrative functions are entrusted to the Società Consortile Prisma S.c.r.l., which performs them on the basis of the instructions it receives from the FpS management and in coordination with the Compagnia di San Paolo Foundation.

# The Gender Equality Plan

The Plan suggests **actions structured around areas and objectives** in line with the recommendations of the European Institute for Gender Equality (EIGE). It takes into account what has already been done by FpS over time in terms of inclusion and diversity and what remains to be done for the full implementation of the principles of gender equality and the valorization of differences, in particular gender differences.

The actions will be implemented in full compliance with the processes governing the organization and management of FpS, with the objectives pursued by the Research Unit and by the Program Managers Pool. The supervision and coordination of the actions will be by the GEP team, an operational committee composed of people covering administrative, managerial, operational and research functions. The GEP team is in direct contact with the **Planning, Studies and Evaluation Department of Compagnia di San Paolo**, in order to outline the provision for the collection and monitoring of data disaggregated by gender and collected for various objectives: FpS staff, decision-making bodies and leaders, beneficiaries of FpS projects and initiatives as for instance students, teachers, educators, school managers and others.

Data will be collected, monitored and analyzed annually in conjunction with the collection of FpS Key Performance Indicators (KPIs). The results will inform the development objectives of the GEP and will be taken into account for the design and planning of specific research and project activities.

The Plan also foresees **regular awareness-raising, training and capacity building activities on gender equality** for FpS staff. The GEP and the GEP Team composition **has been approved by the Board of FpS (Plenary Meeting, 20th of September 2023).**





# Areas of intervention

The actions that FpS intends to carry out cover the five areas identified by EIGE, namely:

- 1 Organizational culture and work-life balance**
- 2 Gender equality in workplace, recruitment and career progression**
- 3 Promoting equal opportunities in decision-making bodies and senior positions**
- 4 Considering gender dimension and valorizing diversity in research content and project activities**
- 5 Measures against gender-based violence**



# AREA 1

## Organizational Culture and Work-Life Balance

FpS, as an instrumental body of Compagnia di San Paolo to which it belongs and relates on the issues of leadership recruitment, personnel management, and promotion of a culture of reconciliation, in accordance with the indications agreed by the bodies in charge, is committed to implementing actions in favor of gender equality and the enhancement of diversity, by ensuring full access to care and support information, fostering an inclusive work environment, and increasing knowledge on the gender dimension.

### Action: 1

Presentation of the GEP and its operational plan.

**Target group:** all staff

**Indicators:** number of participants

**Responsibility:** GEP Team

**Timing:** November-December 2023

### Action: 2

In-depth meeting on work-life balance measures, with specific attention to parenting and care services, organizational well-being versus work-related stress, parental leave.

**Target:** all staff

**Indicators:** number of participants

**Responsibility:** Director with the support of HR Prisma S.c.r.l.

**Timing:** November-December 2023



## Action: 3

Training session on good inclusive practice in the use of language, images and communication tools.

**Target group:** all staff

**Indicators:** number of participants

**Responsibility:** Director

**Timing:** January - March 2024

## Action: 4

Participation in seminars and conferences on gender equality in the workplace.

**Target group:** all employees

**Indicators:** At least one attendance per employee

**Responsibility:** President and Director

**Timing:** 2024 – 2025



## AREA 2

### Gender Equality in Workplace, Recruitment and Career Progression

FpS workforce is characterized by a remarkable 70% female representation, a trend that to some extent reflects the situation of primary and secondary schools, where, according to the latest data from the Italian Ministry of Education, 83% of teachers are women. In order to achieve an internal gender balance, FpS plans to implement recruitment strategies aimed at promoting a greater involvement of male professionals within its structure, taking into account the gender equality guidelines already adopted by Compagnia di San Paolo.

#### Action: 1

Training course for project managers to eliminate gender bias in the preparation of recruitment texts and to help recruiters overcome their own bias during the selection stage.

**Target:** project managers

**Indicators:** attendance at the course

**Responsibility:** Director with the support of HR Prisma S.c.r.l.

**Timing:** 2024

#### Action: 2

In-depth seminar on the value of diversity in the workplace.

**Target:** all employees

**Indicators:** Number of participants in the seminar

**Responsibility:** GEP Team

**Timing:** By 2024



## AREA 3

### Promoting equal opportunities in decision-making bodies and senior positions

As regards vertical segregation, the top figures of FpS are directly nominated by Compagnia di San Paolo, which implements specific actions to mitigate gender differences. Therefore, the actions contemplated in the GEP on this specific aspect require a close collaboration between the managerial figures of FpS and the top figures of Compagnia di San Paolo. This collaboration aims to support the development of specific skills in the sector of leadership and inclusive management.

### Action: 1

Participation of senior figures and members of decision-making bodies in training courses for the consolidation of technical-managerial skills including in the field of equal opportunities.

**Target:** Director, Head of the Research Unit,  
members of the Board of FpS

**Indicators:** course attendance

**Responsibility:** Board of FpS

**Timing:** 2024 - 2025



## AREA 4

### Integration of the gender dimension and promotion of diversity in the research and project activities

In order to promote the principles of gender mainstreaming also in the research and project activities, FpS plans to collect regular data on its initiatives and monitor the participation also in terms of possible gender disparities, apply the principles of Universal Learning Design to its activities (an approach to teaching and learning that gives all students equal opportunity to succeed), and integrate a gender dimension in ongoing and future research projects.

#### Action: 1

Creation of the database in collaboration with the Planning, Studies and Evaluation Department of Compagnia di San Paolo for the collection of gender data on each action implemented by FpS. The survey will take place on an annual basis in conjunction with the collection of FpS KPIs. The GEP Team will commit to inform and support colleagues in the collection process and to share the results.

**Target:** Research team and Project Managers

**Indicators:** equal participation between men/woman and boys and girls

**Responsibility:** GEP Team

**Timing:** by 2024

#### Action: 2

Provide awareness-raising actions aimed at the formation of balanced panels and committees in the context of the organization of events.

**Target:** project managers

**Indicators:** number of awareness meetings

**Responsibility:** Director

**Timing:** by 2025



# AREA 5

## Measures against gender-based violence

FpS's goal is to promote gender equality so that no employee is subjected to sexual harassment and that everyone is treated professionally in a healthy work environment. The measures that FpS intends to put in place through the Plan the activation of a dedicated channel for the collection of anonymous reports on discriminatory facts or behaviors and the organization of training and awareness-raising initiatives against harassment.

### Action: 1

Identification of a reference person for the collection of anonymous reports against gender-based violence.

**Target:** all personnel

**Indicators:** activation of assignment

**Responsibility:** President and Director

**Timing:** 2023-2024-2025

### Action: 2

Activation of a tool for collecting anonymous reports and complaints.

**Target:** all personnel

**Indicators:** Creation of an anonymous collection tool and annual reporting of reports

**Responsibility:** Director with the support of HR Prisma S.c.r.l.

**Timing:** 2023-2024-2025



# Conclusions

FpS, with a view to pursuing its institutional objectives, actively undertakes to promote a **healthy and motivating work environment** which guarantees the full participation and professional growth of all its employees, placing particular emphasis on the promotion of equal opportunities and the full inclusion of diversity. The actions suggested in the GEP of Fps are necessary and align with the strategic objectives of the Foundation.

