DOCUMENTUL 2B: GENDER EQUALITY PLAN – CIORTEȘTI SECONDARY SCHOOL (ENGLISH VERSION)

CIORTEȘTI SECONDARY SCHOOL (ȘCOALA GIMNAZIALĂ CIORTEȘTI), IAȘI COUNTY

Fiscal Identification Code (CIF): 17130471

Phone / Fax: +40 232 320 886

Official Website: ***https://scoala-ciortesti-iasi.ro***

GENDER EQUALITY PLAN (GEP) 2026–2030

Nr.1150/09.11.2026

1. Educational Context and Leadership Commitment

Ciorteşti Secondary School (*Şcoala Gimnazială Ciorteşti*, an independent legal entity with CIF 17130471 coordinating four educational structures across the villages of Ciorteşti, Şerbeşti, Coropceni, and Rotăria, serving **346 students** in the 2026–2027 academic year—69 pre-school, 135 primary, and 142 lower-secondary pupils—supported by 43 teachers and 10 non-teaching staff) is committed to advancing gender equality, diversity, and inclusiveness across teaching, school governance, and European research and innovation projects. This Gender Equality Plan (GEP) fulfills all mandatory eligibility criteria under the **Horizon Europe** Framework Programme (General Annex B).

2. Mandatory Process-Related Requirements (Horizon Europe Building Blocks)

- **Formal Publication:** This Gender Equality Plan is formally signed by the School Principal (Prof. Dorel Constantin Popa), endorsed by the School Board of Directors (*Consiliul de Administrație*), and published on the school's official website https://scoala-ciortesti-iasi.ro.
- **Dedicated Resources:** Implementation is led by the School Commission for the Prevention and Elimination of Violence, Corruption, and Discrimination and the Promotion of Interculturality, coordinated by a designated Gender Equality Teacher Advisor with dedicated workload hours and institutional support.
- **Data Collection and Monitoring:** The school secretariat systematically collects sex- and gender-disaggregated data on teaching staff, administrative personnel, and enrolled students across all educational structures and extracurricular projects, publishing a monitoring report based on indicators at least every two years (and annually within the State of Education Report).
- **Training and Awareness-Raising:** The school delivers at least one annual training and awareness session for teachers and decision-makers on gender-inclusive pedagogy, overcoming unconscious gender bias in STEM and sports, and preventing gender-based violence.

3. Concrete Measures, Targets, and Indicators Across the 5 Thematic Areas

GEP Thematic Area	Specific Objective	Concrete Measures	Responsible Body	Target & Indicator (2026–2030)
1. Work-life balance and organisational culture	**Foster a supportive, family-friendly work environment for school staff.**	**Fair scheduling of teaching timetables and school duties for staff with young children or caregiving responsibilities; scheduling Teacher Council meetings at predictable hours and supporting smooth reintegration after parental leave.**	**Principal, Timetable Committee**	**100% fair timetable accommodation; 0 cases of career penalty after parental leave.**
2. Gender balance in leadership and decision-making	**Ensure balanced representation in school governance and student bodies.**	**Promote gender balance across the School Board of Directors, methodological commission heads, the Student Council, and the Parents' Representative Committee.**	**Principal, Board of Directors**	**Minimum 40% representation of each gender across school committees and Student Council.**
3. Gender equality in recruitment and career progression	**Guarantee equal access to hiring, teaching degrees, and EU mobilities.**	**Gender-neutral evaluation in school-organized hiring panels; equal encouragement and support for female and male teachers to obtain teaching degrees (*Gradele II & I*) and lead European projects.**	**Principal, Secretariat, Continuous Training Lead**	**100% equal access to professional training and EU project roles.**
4. Integration of the gender dimension into teaching and R&I content	**Eliminate gender stereotypes in STEM, environmental citizen science, and sports.**	**Ensure equal participation (50% girls / 50% boys) among the 346 pupils in Living Lab co-creation workshops, soil and climate citizen-science monitoring, circular economy toolkits, and outdoor sports/safety activities.**	**Teaching Staff, EU Project Coordinators**	**45–50% female student participation in STEM, soil ecology, and sports labs.**
5. Measures against gender-based violence, bullying, and harassment	**Maintain a safe, harassment-free learning and working environment.**	**Confidential reporting and intervention procedure for bullying, cyberbullying, and gender-based harassment; dedicated workshops during homeroom classes and**	**Anti-Violence Commission, Homeroom Teachers**	**100% of reported cases addressed within legal deadlines; at least 2 preventive workshops/year**

		the *"School Differently"* program on mutual respect and gender equality.		**per school structure.**

4. Monitoring, Reporting, and Evaluation

This Gender Equality Plan is in force for the **2026–2030** period. The responsible school commission reviews indicator progress annually with the Board of Directors and publishes an updated Gender Equality Report on https://scoala-ciortesti-iasi.ro at least every two years.

Approved and signed by Top Management:

Principal Of Ciortești Secondary School,

Prof. Dorel Constantin POPA

Dorel-Constantin Popa

Digitally signed by Dorel-Constantin Popa
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