

Our Impact

We've been running workshops with university students since 2013. Our assessment tools allows universities to understand the effectiveness and impact of workshops on individuals and teams.

Beyond Equality offers universities a selection of workshops. However, this report focuses on our longest running and signature workshop 'The Team Talk' (originally Good Lad workshop), which is an interactive workshop designed for university student groups and university sports teams. We also provide some data on our newer Student Leadership, Allyship and Mental Wellbeing workshops, based on our 2020-21 data.

We obtain impact data via two main methods:

1. **Feedback Forms:** After every workshop we ask every participant to fill in a qualitative and quantitative feedback form, which maps their experience of the workshop against our objectives.
2. **Independent Assessment:** Over the course of the project we have worked with researchers from the University of Sussex, Oxford and Durham to assess the impact of our work. We're always looking for collaborations

The impact is on groups and organisations. Some of the biggest changes have occurred over years, as we've been part of a gradual but significant transformation of the culture of individual clubs and sports departments. While harder to measure, we are working with several researchers to provide qualitative and quantitative records of this work. As an indication of this impact we have included several testimonials from long standing members of university sporting setups.



6000+

Students Reached
since 2013

426

Team Talks since 2013

147

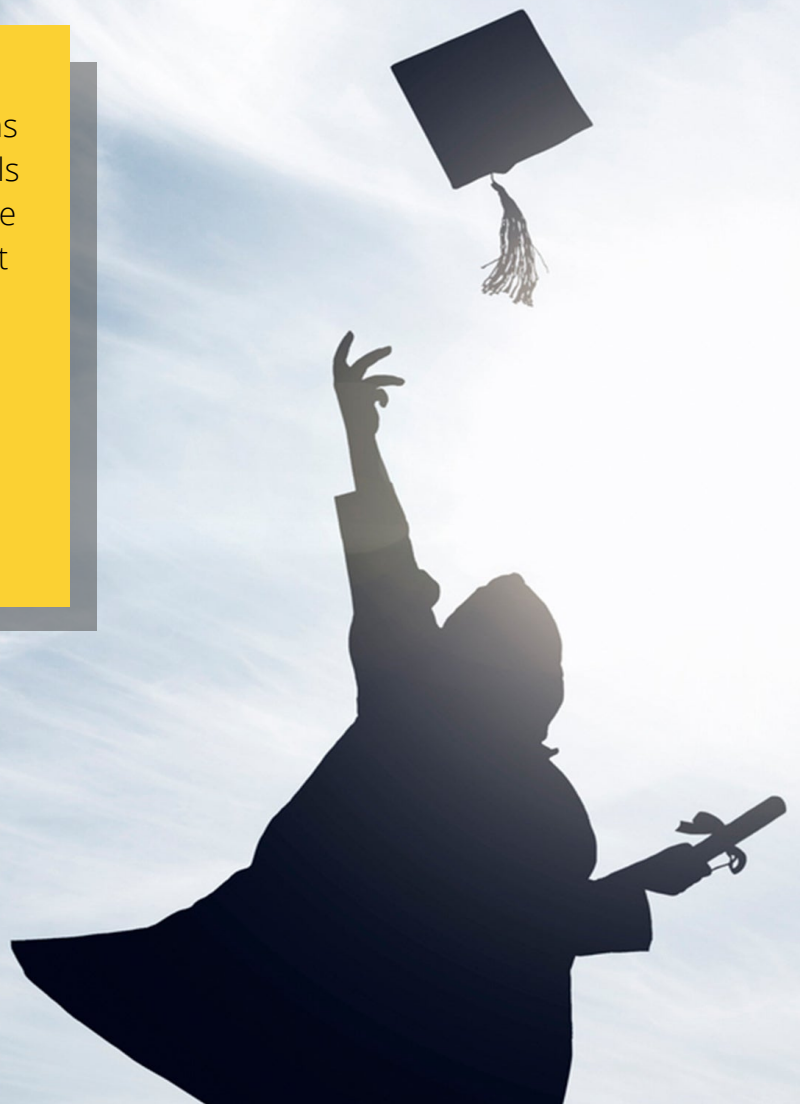
Workshops in 2019/20
to over 2000 students

92%

Recommend our
workshops

"The work between Cambridge Sport and GLI is hugely important for the sports teams at Cambridge – it puts teams and individuals in a position where they must communicate with each other in a setting that they aren't familiar with, and challenges these young people to be(come) advocates of positive masculinity"

**Callum O'Shea,
Cambridge Sport**



1. Team Talk Feedback

In 2019-20 we ran 147 Team Talk workshops, reaching almost 2000 university students with great results and positive feedback. 92% of participants recommend our workshops to other students and universities.

- "I would recommend this to peers, because I know people who should be having conversations like this, and I know people who should stop to acknowledge others and would benefit greatly from this workshop."
- "Being in an open and safe space, sharing experiences and thoughts with others, is always good. When these people are your friends/teammates, overcoming the awkwardness/fear of talking about experiences and feelings with them will definitely help in the future for if facing other issues with which another person's input would help."

Independent Review

In her Masters's thesis Martha Schlee-Bamford evaluated the Team Talk workshops in Feb-June 2019, finding that after three months there was 81% improvement safe space, 54% self-reported behaviour change, and 41% improvement in confidence.

She also suggested key changes which we have since implemented to create improved workshops.

88%

believe the workshop helped create a more positive group culture

89%

believe the workshop helped them reflect on their values

75%

report that they will act differently because of the workshop

85%

report that they now feel more confident challenging the norms of their group

2. Student Leadership Feedback

96%

This training will help our group create a more positive culture in our association

90%

I have a better idea of the values of other members of my group

93%

I'm now more confident raising issues with people in my group

91%

I believe members of my group will act differently because of this training

Since the start of the 2020/21 Academic Year (through to Easter 2021) we have run 13 Student Leadership workshops, reaching 260 university students. Some highlights from the feedback were as follows:

- "Made me more aware of the privileges that I have and the ones I don't, which I took for granted or thought they were the norms. This really helped open our minds and start addressing the different issues."
- "It brought to the fore issues the uni and my club might have with welfare structures we have in place or don't."
- "Hearing other people's personal experiences on inclusivity and learning about how these influence their perspective - then having the time and support to expand on these thoughts and actively start to think of a solution."

Workshop Insights

- Participants are empowered by the capacity to action real and immediate change as student leaders in tackling GBV
- The chance to explore the difference between diversity, inclusion and belonging is really valued by participants
- The importance of increasing access to, and trust in university supporting and reporting structures is a key takeaway

3. Mental Wellbeing Feedback

Since the start of the 2020/21 Academic Year (through to Easter 2021) we have run three Mental Wellbeing workshops, reaching 60 university students with positive feedback on the content and delivery.

- "Genuinely encouraged new conversations between us, we've all been friends for a couple of years and I have still learnt things about them and about myself. definitely sparked some new ideas for what we could do at the club"
- "I think there's a huge stigma towards guys sharing their emotional perspectives towards topics, and allowing a safe space for them to talk or ask questions was really beneficial."
- "Open conversations about gender norms that are both personal and non-personal. Enjoyed the final discussion to discuss wellbeing at our sports club."
- "It was an open and safe space to speak about topics that I couldn't normally speak about. It was also an opportunity to be unflinchingly honest about the realities of gender norms on mental wellbeing and their personal effects"
- "Honestly, just wish it was longer! Felt like there was so much more to discuss, and the 2 hours flew by."

97%

I learnt more about the social aspects of wellbeing on me

96%

I learnt more about the impact of social norms on others' wellbeing

92%

I learnt more about the social aspects of wellbeing on me

100%

Of participants would recommend this workshop to another student and team

4. Allyship

100%

Would recommend this workshop to other students

90%

I will act differently as a result of this workshop

91%

I'm now more confident raising issues with people in my group

78%

I believe members of my group will act differently because of this training

Since the start of the 2020/21 Academic Year (through to Easter 2021) 2019-20 we have run four Allyship workshops, reaching 80 university students. Some highlights from the feedback were as follows:

- "Comprehensive and thought provoking discussions, interactive and really questions your own privileges and the role you play in society."
- "This is a vital exploration of understanding your privilege .
- "I think everyone should have an open conversation like this every now and again, so everyone can benefit."
- "The workshop was incredibly insightful and a great way to understand Allyship to the extent of which I feel comfortable to put what I have learnt into practice."

Workshop Insights

- Participants often arrive into workshops with strong intentions but with no framework through which to harness them. A toolkit for action is a key takeaway
- The realisation that everyone has the capacity to be an ally, and that everyone at some point is likely to need an ally
- The chance for participants to unpack and explore the interplay between privilege, power and oppression
- The power in knowing that allyship is a verb, and therefore requires action rather than just thought

SELECTED MEDIA COVERAGE

PRINT MEDIA



RADIO



OTHER



CONTACT US

Please get in touch if you would like information on implementing a Beyond Equality programme at your institution or with your team.

We are also always interested to meet researchers who with an interest in impact assessment of, or research around, our work. Become part of supporting us in creating safer and more inclusive UK campuses cultures for all students. The findings of your will be published on our website and used within our marketing materials.



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