



B EQUALITY **YOND**

Schools Project

How We Work



Engage

We use curiosity, games, stories, lively videos & visuals to create space for everyone



Educate

Learn about others experiences and challenge urban myths



Explore

Unpack biases, group and cultural norms that structure inequalities.



Embed

Our whole of school approach reinforces change



Equip

Practice simple techniques for making a difference everyday

WHO ARE WE

Founded by post-graduate researchers from Oxford University, Beyond Equality is a UK not-for-profit specialising in working with men and boys towards gender equality, healthier relationships and more positive masculinities. We have run the Great Men project with UK schools for 8 years, creating transformative conversations with over 25,000 young men and boys.

We combine expert facilitation with best practice from psychology, anthropology, philosophy, management and economics to delivery pragmatic, evidence based training and workshops to schools, universities & workplaces. Through education and cultural change programs, we challenge and encourage men and people of all genders to rethink gender roles and identity in thought, word, and deed.

WHAT WE DO

We're starting vital conversations within schools about the state of gender inequality and masculinities, to help boys become aware of the issues, but crucially, also makes them part of the solution.

We offer expert training and development working with:

- **Teacher & School Staff** - working with teaching and support staff who work with boys aged 11-18+
- **Students** - working with all types of schools including mixed, all boys, state, grammar, independent and PRU.
- **Assemblies** - working with all types of schools to explore masculinity with students

OUR SCHOOLS OFFERING

Young men and boys need space outside of peer pressures and expectations to explore who they are and the sort of impact that they want to have on their communities. We create open and interactive discussions for all young men, so they can be happier and be part of preventing inequality and violence.

However, their behaviours and attitudes are not just individual, but also formed through their relationships with their family and peers, and shaped in the context of a school culture. We foster individual change by helping schools, teachers and parents to support and guide their young men through these explorations.



1. TEACHER TRAINING

Teachers and school staff explore male stereotypes and peer pressure present at their school, and the impacts this can have on various boys and young men, and on their attitudes and behaviours towards girls, education and each other. Teachers develop new approaches to working with young men.

3. ASSEMBLIES

Our dynamic speakers explore the concept of masculinity, allowing your boys the space to think and reflect on what masculinity is, where it comes from and what it does to and for men, women and non-binary people in our society.



2. STUDENT WORKSHOPS

We guide an important conversation that allows boys to question the stereotypes and expectations they face, and choose who they want to be and how they want to treat others.

OUR TEACHER WORKSHOP

Rigid gender stereotypes impact everyone and can have negative consequences in the short and long term and contribute to gender inequality, violence, bullying, performance in school and general well being. Our teacher training is open to all school staff and addresses the pressures boys face to conform with a certain type of masculinities while marking other activities, friendships, attitudes and identities as "off-limits". We take staff through a series of interactive activities that help them to understand where boys are experiencing such pressure in your school and share suggestions on how to combat it.

RUN TIME: 3 hour session

PARTICIPANT SIZE: Minimum 12 maximum 30. We are able to run school inset days for all staff, please contact us for more details.

DELIVERY:

- Online via Zoom available NOW
- In-person delivery from November 2022



WORKSHOP OUTCOMES

We show attendees how many boys they work with are susceptible to being pressured into following a restrictive form of masculinity. We are not aiming to tell participants how to "fix boys" but instead we provide staff with an opportunity to see the structural factors that can lead to negative behaviours as a result of attempts to appear "manly" or fit in.

We will provide you with guidance on how taking small actions and viewing everyday interactions through an "alternative-masculinity lens" will lay the groundwork for you and your colleagues to start creating more opportunities for your pupils to be the type of person they want to be.

By participating in the session attendees will gain:

- An improved understanding of how masculinities affect young people and impact their experiences & behaviour
- An improved understanding of the links between attitudes and boys' harmful behaviours towards others
- An ability to recognise language and behaviours that create pressure to conform to rigid and harmful stereotypes
- An increased awareness of how and when to positively intervene and influence boys' experiences & behaviour
- Take-away activities to continue the conversations with your pupils during tutor time, PSHE lessons etc.

KEY TOPICS COVERED

Stereotypes

Definitions of Masculinity

Link between gender pressure & behaviour

Alternative Masculinity Lens

How To Start Conversations With Young Men

OUR 3 MODULE PUPIL WORKSHOPS

Beyond Equality's 3 module pupil workshop series allows young men and boys to open up, talk about sensitive topics, and to learn from the experiences of others. We create thoughtful discussions guided by a pair of facilitators who are not only there because they're talented, but because they really care about young people and the issues they face.

Our offer is built around an intersectional exploration of masculinities, giving young men and boys the chance to open up about how they and others experience pressures to conform and expectations of them. Our workshops are constructed in a spiral curriculum moving through three key themes: emotional openness, healthy relationships and preventing gender based violence. We offer two three module workshop series based on this progression.

For Key Stage 3 moving through explorations of 1. how masculinities impact on communicating emotions and bullying, 2. healthy relationships particularly in friendships, banter and homophobia, 3. stereotypes in the media and lived experience of objectification of women.

For Key Stage 4&5 we move through 1. stress, anger, mental health, self-care and bravado, 2. healthy relationships, particularly with romantic partners, 3. how men can play a role in turning rape culture into consent culture.

Gender inequality affects everyone, everywhere. Learning about it via this workshop gives boys the chance to be part of the movement for change. These workshops aren't for "problem schools" or "difficult children", they're for anyone who wants to help their boys learn about equality and be part of a growing movement for change.

RUN TIME: 3 x 2 hours **PARTICIPANT SIZE:** Entire year group, in groups of 20 **DELIVERY:** In-person delivery

The Modules



WORKSHOP OUTCOMES

To provide pupils with:

- A deeper understanding the impact of stereotypes on them and others;
- An opportunity to discuss the peer & social pressure that they face;
- A fuller understanding of the impacts of common behaviours and attitudes on others; and
- An interactive space to explore the opportunity and methods that pupils could use to reduce their susceptibility to peer/social pressures

1. Intro to Masculinities, Privilege and Emotions

This module addresses the themes of gender vs. sex, emotional repression, anger & violence, peer pressure and gender conformity. It provides boys space to talk about expectations, sharing emotions and learn about others' experiences.

2. Healthy Relationships, Sex and Sexuality

This module allows boys understand how they can form healthier relationships, platonic (KS3) and romantic (KS4&5). It challenges common masculine norms, harmful attitudes towards sex, and homophobia.

3. Preventing Gender Based Violence

This module promotes healthy, consensual relationships, by combatting sexism and sexual harassment/violence. It allows boys space to explore how they can be part of the solution, by giving them tools to co-create a safer society for women, girls and people of all genders.

Each module has a different version for Key Stage 3 and 4/5, covering different topics, levels of conversation, and accounting for different levels of life experience.

SCHOOL ASSEMBLIES

The Beyond Equality Assembly introduces boys to ideas around masculinity - and how that shapes them and their world. From here, our focus is on how being socialised as a boy may affect their mental health and relationships. The Assembly provides a space for students to reflect on the influences in their lives, and how their attitudes and actions have impact on others - of all genders. This assembly is designed to start conversations about these important topics in an accessible, friendly, and safe way.

RUN TIME: 60 min per assembly, available to book from October 22

PARTICIPANT SIZE: To be discussed with the school upon booking

DELIVERY: In-person delivery, minim of 2 assemblies per booking



ASSEMBLY OUTCOMES

We provide pupils with:

- An Introduction to the impact of stereotypes of gender and masculinity on men.
- How this may impact mental well being, relationships, friendships, inclusion and education.
- Insight to how negative stereotypes of gender and masculinities can lead to harm for others, especially women and girls.
- Introduction to how boys can create healthier relationships and why this is good for them and everyone around them.

KEY TOPICS COVERED

The assembly provides informed and relevant information for boys on:

**Gender
&
Masculinities**

**Men
&
Mental
Wellbeing**

**Healthy
Relationships**

**Sex
&
Sexuality**

**Gender-based
violence**

OUR IMPACT

We have an established track record of allowing boys to see problems that exist in contexts familiar to them and to help them realise that they have had the ability to enact change all along.

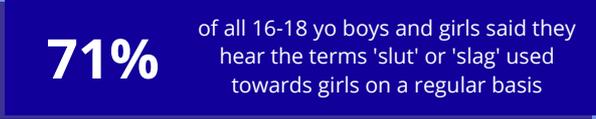
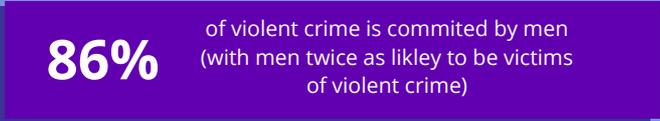
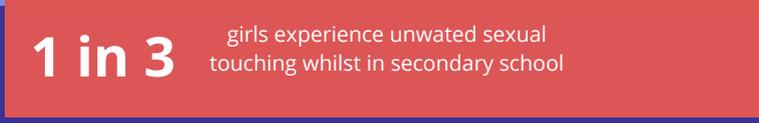
Our evaluation data has shown that our workshops lead to:

1. A greater understanding of consent and autonomy
2. A reduction in seeing aggression as the go-to response when faced with a difficult situation
3. Increased confidence in questioning the views themselves & others hold on issues such as violence, sex and pornography

Of the over 25,000 pupils have done a session with us:

- 99% find them easy to participate in
- 92% find them helpful
- 80% say that they want more sessions

Why All Schools Should Be Discussing Masculinities



"This session was an excellent starting point for starting discussions regarding gender stereotypes and specifically how masculinity can manifest in our students. The discussion allowed for open and productive dialogue and it was helpful to acknowledge the need for us to talk to young men about what masculinity actually is."

- Holly Smith, Saint Olave's Grammar School

SELECTED MEDIA COVERAGE

PRINT MEDIA



TELEVISION



RADIO



OTHER



"I found the course to be illuminating, insightful and a revelation. How the concept of masculinity was dissected and discussed was fascinating and relevant"

- Clive Crosby, Libra School

"A huge impact for me was realising just how gender bias even "normal" conversation can be. I found this to be a great eye opener and something I am very mindful of."

- Participant, Libra School

"Fantastic training to give an overview of masculinities and how "lad" dynamics/ stereotypes plays out in school, with great insight into how and why this is the case"

- Participant, Camborne Village College

Our Existing Clients & Customers

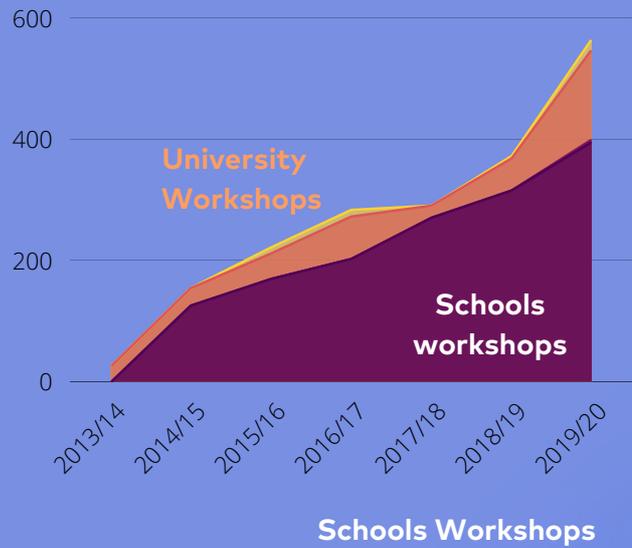
Over the past 8 years we have built strong and lasting relationships with many schools in the UK. We have also run workshops and events with partners in France, The Netherlands, Australia, USA, Switzerland and South Africa

We are proud to collaborate in global efforts towards gender justice with men, via the MenEngage network in Europe and Internationally.

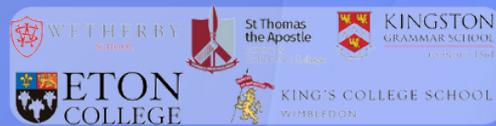
Current partner organisations in the UK



Total Workshops Delivered 2013-2020



Selected schools and university partners



Progress so Far

Young men and boys need space outside of peer pressures and expectations to explore who they are and the sort of impact that they want to have on their communities. Our pupil centred workshops create open and interactive discussions for all young men, so they can be happier and be part of preventing inequality and violence.

Their behaviours and attitudes are not just individual, but also formed through their relationships with their family and peers, and shaped in the context of a school culture. We foster individual change by helping schools, teachers and parents to support and guide young men through these explorations.



Pupil workshops

250

Since 2013 we have worked with almost 250 schools in the UK and Europe.

25K

we have reached more than 25,000 young people.



92% of pupils who take part in our sessions find them easy to participate in.



85% of pupils who take part in our workshops say that they want additional sessions.



92% of pupils who take part in our workshops say that they were helpful.

Teacher Training Feedback

During the 2020/21 academic year, we have delivered the teacher training to 15 schools across the UK, Northern Ireland and France, reaching nearly 300 teachers.

96% of teachers would recommend our training to other teachers/schools staff.

90% feel better equipped in knowing when to positively intervene and influence boys' behaviour and experiences.

85% are more confident in addressing gendered behaviours at school

- "It was entirely relevant to what I wanted in terms of addressing behaviour of boys"
Our Lady & Saint John Catholic College
- "Very thoughtfully prepared. I felt like you really understood our school context and therefore focused the session well on where we could actually make a difference" Lycee Germain, Paris
- "The Beyond Equality Teacher Training is absolutely essential, and we've learnt things from this that we can apply to the rest of the school."

What Pupils Say About Our Workshop

- [I liked] "The honesty and reality of it. It really made me think about my life and my mates" Yr 11 Pupil
- "I liked the workshop because of the confidential open space which helped me to understand men & women" Yr9 Pupil
- [I learned] "How things we say can have a deeper meaning. Things we think are appropriate to say, aren't" Yr 8 Pupil
- [I learned] "How to break down the stereotypes of men and women and how these stereotypes affected people's mental health" Yr 10 Pupil

"Over the last five years the team at the Beyond Equality have led fantastic workshops for us, covering a wide range of important topics. The team are dynamic, professional and well-informed and every single one of the facilitators are able to put their own personal stamp on the sessions that they lead, and quickly build positive relationships with the pupils. We highly recommend their work, which benefits not only our pupils, but also parents and staff."

Kate Eaves, Head of Lower School, Wetherby School

WHY CHOOSE US

Building a more equitable and inclusive school culture can be challenging and uncomfortable. For schools to benefit from genuinely diverse and inclusive campuses, change needs to be embraced culturally.

We have a successful track record in delivering relatable and effective workshops that boys love being part of and that lead to long term social change. Contact us today to discuss opportunities to take your students and teachers culture and performance to the next level.



Nathaniel Horne
Schools Project Coordinator

Extensive experience of working in schools and seeing young men and boys come to a new perspective or think about a big issue in a way they haven't done before.

**Contact us
to book**

✉ zuzana@beyondequality.org

✉ rosephine@beyondequality.org



Zuzana Brown

Sales and Bookings

- Extensive professional engagements within the NFP Sector (YMCA & Bernandos).
- Several years experience setting up programmes to combat children's inequality, and promoting child welfare, health & mental wellbeing.



Ben Hurst

Head of Facilitation

- Experienced public speaker (TEDx London Women)
- Founding Director of SPACE: Delivering teacher training, workshops and lessons on relationships, sex, race, power, and gender equality



Rosephine Fernandes

Sales & Teacher Training Coordinator

- Experienced educator and creative
- She has championed on many gender equality and mental health initiatives
- Growing up globally has motivated her to focus on driving her work towards gender equality for everyone, everywhere.

**"Eye-opening. This was the first time I've ever
thought deeply about other people's
experiences."**

- High School Pupil & Participant
Student Workshop, 2021



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REFLECTIVE