



Supporting Positive  
Choices for Boys

**B** **EQUALITY** **YOND**



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## BEYOND EQUALITY

Experts in masculinities,  
gender, systems of power.  
We open up spaces that  
foster connection, support  
and personal growth.

# Beyond Equality

1

## We Work with Men and Boys...

to foster gender justice, improve mental wellbeing, and build a safer, more equitable society.

2

## Through interactive workshops...

Which give men and boys a greater understanding of how gendered socialisation impacts them, their work, their wellbeing and their personal lives.

3

## Creating broader social change...

We have worked with more than a hundred thousand participants, trained senior leaders in education, business and government, and collaborated with leading media organisations and research institutions.



102,246

Total number of workshop attendees since 2014



94%

Approval Rating



11 years

Since initially founded in the UK

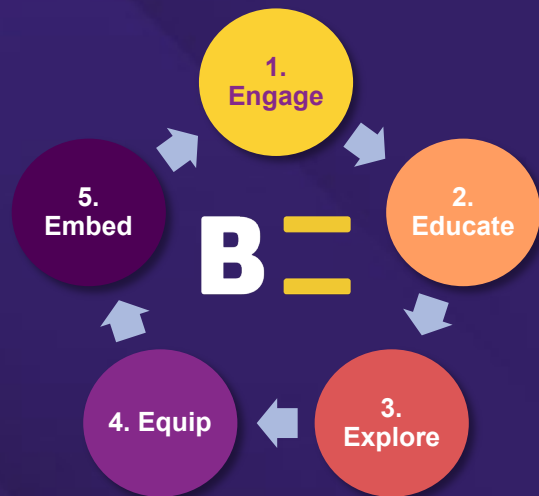


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Workshops and trainings delivered since 2014

# How We Facilitate Change

Our interactive learning environments allow participants to discover other people's lived experiences and so challenge their own preconceptions. They get a new lens to understand their everyday lives and interactions.



## ENGAGE

We employ curiosity, games, vulnerability, lively videos & visuals to create spaces for unlearning and remaking. We help men & boys overcome defensiveness and discomfort to establish an individual and group identity in line with important and desired changes. They develop identities & values for themselves and we support them in allyship.

## EDUCATE

Our interactive learning environments allow participants to discover other people's lived experiences and so challenge their own preconceptions. They get a new lens to understand their everyday lives and interactions

## EXPLORE

Through our exercises, participants unpack power dynamics, biases, group and cultural norms that structure inequalities and ineffective cultures. Each individual will understand their own role in these dynamics

## EQUIP

We teach frameworks for analysis, workshop pragmatic ways to approach specific everyday situations, and build skills for compassionate action

## EMBED

Each ah-hah moment can be a crucial catalyst for change. But transformations come from habits and organisational practices.

We help individuals and teams to collaborate with others to increase the impact of our work

**EFFECTIVE: We measure impact, review & refine**





# SCHOOLS TRAILER


FOR PARENTS



masculinity  
masculinities


# MASCULINITY

Dictionary  
Definitions from [Oxford Languages](#) · [Learn more](#)

 **masculinity**  
*noun*

qualities or attributes regarded as characteristic of men or boys.  
"handsome, muscled, and driven, he's a prime example of masculinity"

Similar: [virility](#) [manliness](#) [maleness](#) [vigour](#) [strength](#) [muscularity](#)



- Part of **social norms** and identity
- May feel like it is **fixed**, determined or eternal.
- Definitions and stereotypes are used to **limit people**.  
e.g. 'that's not what men do', 'man-up', 'don't be a...'



# MASCULINITIES



- Differs by generation, nation, classes, cultures, **socially constructed** rules, expectations.
- One man's masculinity is **individual and different** to another.
- Complex and multidimensional

# WORD ASSOCIATION *by young people*

MEN

aggressive Facade macho  
Sporty Lad  
helpful football Beer  
violence safe banter  
drink gym Tired family  
Tough pure hard easy  
alphadominant Kind Wank  
pressured Dick respectful brave rat boy father  
Rugby bottled rude apathetic hierarchy class  
Confident Penis Pain Working Money  
Angry Successful Control superior big emotions  
masculine arrogant excellence mighty Roadman  
Reticent working

WOMEN

grandmother Bitchy Cooking  
rape Children patient teacher Soft  
home helping Caring cancel  
Inferior determined smart food Fit  
strong mum Cleaner Manipulative Feminine Kitchen  
peaceful Loving girlfriend Optimistic Hot Weak  
fragile tough generous Oppressive Feminists Married Emotional  
Intelligent feminists  
Pussy empowerment Makeup  
Pussywife Obedient  
Female  
Empathetic Submissive Thoughtful Smart  
Accusational Danger Expressive Powerful  
honest Beautiful  
Sister Accepting Positive  
Pornohub nurturing  
Assistant sensitive  
talkative Grandma sister elegant  
nice

# How we help schools

## STUDENT WORKSHOPS

We guide important conversations that allow boys to question the stereotypes and expectations they face. We give them the tools to choose who they want to be and the confidence to become an ally.

## TEACHER TRAINING

Teachers and school staff explore masculine stereotypes, and the impacts on students. Together, we develop new approaches to working with young men and create whole school action plans.

## SEMINARS

This is a starting point for conversations about masculinities for parents, educators and guardians. It provides guidance and valuable foundations for working with and raising young men and boys.

B EQUALITY YOND

## WHOLE SCHOOL APPROACH ACTION POINTS & PLANNING FOR SCHOOLS

### Toolkit for Teachers:

Providing a comprehensive toolkit to support teachers in implementing effective strategies for boys' emotional and educational growth.

### Consultation for Embedding a Whole-School Approach:

Offering expert consultation to help schools integrate a holistic, whole-school approach to supporting boys, fostering an inclusive, supportive learning environment.

### Monitoring & Evaluation (M&E) Data:

Collecting and analysing M&E data to assess the impact of our programs, ensuring that our interventions are effectively addressing boys' challenges and supporting staff.

### Tailored Feedback for Schools Post-Workshops:

Providing schools with personalised feedback after workshops, focusing on boys' experiences, challenges, and the importance of safeguarding and wellbeing. This ensures schools can track progress and make improvements.

# OUR SCHOOLS WORK



# IN SOMERSET

Three schools in Somerset to deliver the whole school approach:

- *Holyrood Academy in Chard*
- *Bishop Fox's School in Taunton*
- *St Dunstan's School - Glastonbury*

In total, we delivered **54 workshops** and we worked with **345 boys** across the 3 schools, covering Year 9 & Year 10.

## WHY DOES IT MATTER?

1

This work supports boys' mental health and emotional wellbeing.

2

This work benefits all pupils - and the broader school community.

3

This work supports boys to make their own choices about who they want to be.



## WHY DOES IT MATTER IN SOMERSET?



Men in Somerset have a lower life expectancy than women. Life expectancy in the county is 79.8 years for men and 84 years for women.



Men in Somerset are slightly more likely than women to experience unemployment.



Men in Somerset are much more likely to die by suicide than women - between 2005 and 2019, men accounted for 70% of the deaths by suicide in the area. In 2016-2018, the suicide rate for men in Somerset was significantly higher than the equivalent rate across England.



# What the boys are saying

## Issues that came up

1. What it means to be 'successful' and the pressure to earn lots of money in order to be seen as a success
2. Fear of being ridiculed by the peer group or seeming 'weird' or different
3. Feeling misunderstood by adults and therefore getting frustrated

# Feedback from the pupils

1. It was fun and I was able to learn within it and everyone felt comfortable to ask questions.

2. The way they explained everything, and made me feel included in conversations.

3. How welcoming and open the conversations were, how safe it felt, the maturity of the conversations, the deep and meaningful teaching and [facilitator name] IS A LEGEND!!!

# WHOLE SCHOOL APPROACH TOOLKIT

A guidance document  
to help schools embed  
work on positive  
masculinities

Building it into school  
ethos and culture

Pupil voice  
informing work in  
schools

How to make  
use of policies

Visibility of work  
in physical  
environment

Supporting staff  
with ongoing  
professional  
development

# WHOLE SCHOOL APPROACH TOOLKIT

Make sure staff consistently role model positive behaviours, including challenging sexism and misogyny when they encounter it

Embed this work into teaching and learning

Build this work into pastoral support practices

Behaviour management approaches

Involve parents/carers and wider community in wider ways

Consider cultural and faith sensitivities

# School recommendations

We asked one of the schools:

'if you could give some advice to a school contemplating doing work on positive masculinities, what would you say to them?' This was their response:

"DO it - highlight of my year! Helps build relationships with students which makes unpicking behaviours more helpful to make big long lasting changes rather than just dealing with an incident in school. Helping create a generation of kind and caring young people that can spread the message."

FACILITATING  
CONVERSATIONS  
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CONVERSATIONS

# HOW TO HAVE CONVERSATIONS WITH BOYS



- Talk to your boys
- Conversations don't have to look one way
- Normalise having struggles & seeking help
- Disrupt patriarchal norms
- Try to stay regulated
- Let them know they can come to you
- Feelings over thoughts
- Be curious
- Be empathetic
- Explore with them
- Make it fun!!!



SUPPORTING  
YOUR BOYS  
SUPPORTING  
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YOUR BOYS  
**SUPPORTING**  
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YOUR BOYS

# WHAT CAN PARENTS & CARERS DO?



- Challenge stereotypes with men & boys
- Model and celebrate positive behaviours
- Keep the lines of communication open
- Learn and upskill on understanding the internet
- Work with Schools
- Find local community groups
- Start local community groups
- Normalise having struggles

# WHAT CAN EDUCATORS & YOUTH WORKERS DO?



- Invest in Training and professional development for your staff.
- Highlight positive masculine role models within your community.
- Think about the barriers to help-seeking for boys - Let them lead.
- You can't do it all - but everything you do matters.
- Whole School approach to addressing sexism and misogyny

# HOW DO WE ENGAGE BOYS?



- Don't treat them like they are the **enemy**
- Help them to understand that this is **about them** and how they think
- Give them **tools** to make changes

## HOW SHOULD WE APPROACH BOYS?

1. With **curiosity**
2. With **empathy**
3. With **exploration**
4. With **fun!**

# REASONS FOR HOPE

1


Conversations have moved forward



Society knows  
this  
conversation  
needs to  
happen.

2


Boys can change their minds



Boys are  
capable of  
change and  
growth.

3

More compassionate conversations



-the most  
powerful tool in  
our kit in this fight

get  
involved

[www.beyondequality.org](http://www.beyondequality.org)



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