



B **EQUALITY** **YOND**

COUNCIL PARTNERSHIPS



The Future Together

Our Mission

To transform the behaviors, attitudes and cultures of men and boys and motivate them to become agents of positive change within their communities.

A GROWING PROBLEM

Men and boys struggle to find roles outside of restrictive stereotypes.

Boys are socialised into norms, which encourage violence, excuse sexual harassment and sexism, leave little space for them to explore who they are, and discourage them from seeking help or building healthy relationships. This leads to problems for them and broader society, such as...

1 in 8

Declining Mental Health

Men in England experience depression, anxiety, panic disorder or OCD

75%

Rising Suicide Rates

Suicides rates continue to increase with higher rates existing in minoritised communities.

9 in 10

Widespread Sexism & Harassment

Girls reported significant sexist name calling to them and their peers (Ofsted Review 2021)

82%

Violent Behavior

Over 80% of violent crimes are perpetrated by men (Office of Statistics 2020)

WHO ARE WE?



Background

Founded by postgraduate researchers in Oxford University, Beyond Equality is a UK change making charity that specialises in engaging men in gender equality, inclusion, violence prevention and rethinking masculinities.



Our Mission: Preventative Education & Cultural Change

We have deep expertise in creating group spaces for complex and uncomfortable conversations. Through our compassionate and non-judgmental approach, we help individuals overcome defensiveness and apathy to be part of positive change.



Workshops - Our Track Record Of Delivery

Since 2013, our workshops have engaged men and boys in gender justice, working with individual schools, universities and institutions. We have now begun partnering with local government to embed longer term sustainable change.

46,708

Participants

2390

Workshops

14 (3)

Council
Relationships
(Active Engagements)

WORKING WITH COUNCILS

Our Mission: Preventative Education & Cultural Change

We approach community change making in a holistic manner. Our expertly designed solutions engage men and boys in gender equality, inclusion, violence prevention and rethinking masculinities. We help them be part of the solutions.

We work with groups of boys and men for individual and group change, and we train youth workers, young people in schools universities & sports teams, leaders in the community and appropriate staff.

Our Trial Council Offering: Starting a Conversation & Building a Foundation

Picking up on the existing needs identified to us by councils, we offer you an affordable and effective route into critical conversations around masculinity, violence prevention and gender equality.

We offer a trial focused on members of your existing staff or youth work team, youth leaders and local teachers.

From this foundation we can tailor pilot packages for deeper work with selected cohorts and ultimately partner for establishing centres for training.

1a. YOUTH DEVELOPMENT

Youth Worker Training
Teacher Training
Youth Leader Training

1b. COUNCIL MALE ALLYSHIP NETWORK

Training and Support for your Staff Team

2. PILOT PACKAGE

Tailored Delivery Programmes:
Schools, Universities, Sports teams and
Community Groups

3. PARTNERSHIP FOR COMMUNITY WIDE CHANGE

Creating a Local Centre for Delivery
Partnering with Local Business, Educational
Institutions
Delivering Wide Range of Training

OUR YOUTH DEVELOPMENT TRIAL OFFER



YOUTH DEVELOPMENT OFFER

Upskill your Youth Workers, Teachers and Youth Leaders in approaches to masculinities.



COUNCIL MALE ALLYSHIP NETWORK

Develop Male Allyship Network within Council Staff Team



WORKPLACE OFFER: MALE ALLYSHIP PROGRAM

Audience
Aim
Outcomes
Participants
Cost:



FUTURE PARTNERSHIPS

Audience
Aim
Outcomes
Participants
Cost:



Cost: £3500 +VAT
+Travel & accommodation if applicable



Audience: Selected Leaders within your region



Group Size:
Three cohorts of 20 people



Delivery: Online or in person possible

PROGRAMME OVERVIEW

Three training sessions, designed for different cohorts:

- Teacher Training: 3hrs, Understanding youth masculinities and behavioural outcomes.
- Youth Worker: 1.5 days, Professional development tackling consequences of masculinities.
- Youth Leaders: 4hrs, Foundational training in safe & inclusive groups. Action planning.

OUTCOMES

Build professional teams and community leaders who recognise the impact of pressures and gendered norms on boys and young men, and are able to intervene to create safer, healthier and more inclusive social norms.

OUR MALE ALLYSHIP NETWORK TRIAL OFFER



YOUTH DEVELOPMENT OFFER

Upskill your Youth Workers, Teachers and Youth Leaders in approaches to masculinities.



COUNCIL MALE ALLYSHIP NETWORK

Develop Male Allyship Network within Council Staff Team



WORKPLACE OFFER: MALE ALLYSHIP PROGRAM

Audience
Aim
Outcomes
Participants
Cost:



FUTURE PARTNERSHIPS

Audience
Aim
Outcomes
Participants
Cost:



Cost: £6000 +VAT
+Travel & accommodation if applicable



Audience: Selected Male Allies and Male Leaders



Group Size:
Up to 15 People



Delivery: Online or in person possible

PROGRAMME OVERVIEW

Designed to give a cohort of men the foundation and guidance to be effective allies:

- Wider men staff survey
- 2x introductory seminars
- Small Group Coaching/reflective sessions

OUTCOMES

Build a competent and confident network of men supporting DEI initiatives in your community. Link them into a national network, and support them in planning effective actions.

PILOTS PACKAGES



YOUTH DEVELOPMENT OFFER

Upskill your Youth Workers, Teachers and Youth Leaders in approaches to masculinities.



COUNCIL MALE ALLYSHIP NETWORK

Develop Male Allyship Network within Council Staff Team



PILOT PACKAGES

Commission a trial package from one or a combination of our schools, community, or university workshops. Start to build connections with organisations in your region.



FUTURE PARTNERSHIPS

Audience
Aim
Outcomes
Participants
Cost:



Cost: £8000 - £30,000
Tailored programmes



Audience: Selected cohorts of young men and boys.



Group Size:
50-5000 people



Delivery: Online or in person possible. In person only for school pupil workshops.

PILOT OPTIONS FOR YOUR PACKAGE

Design a package of workshops to reach a selected cohort, testing the impact of our work:

- Assemblies: 1hr, Broad reach, large group (20-100) online, presentation, 12-19yr
- Pupil Workshop: 3 x 2hrs, Deep work, small groups (<20), in person, workshop, 12-19yr
- Team Talk: 2hrs, Foundational, small group (<20), online/in person, 18-35yr
- Youth Leadership: 4hrs, Foundational, small group (<20), online/in person, leaders

OUTCOMES

Surfacing and unpacking of the stereotypes of masculinities felt by young people in your communities, enabling them to identify positive and harmful outcomes of these gender norms, and develop alternative group and individual norms.

Will create organisational buy in for future expansion of local hubs, by running workshops with schools, universities and/or community organisations.

OUR FUTURE PARTNERSHIPS



YOUTH DEVELOPMENT OFFER

Upskill your Youth Workers, Teachers and Youth Leaders in approaches to masculinities.



COUNCIL MALE ALLYSHIP NETWORK

Develop Male Allyship Network within Council Staff Team



WORKPLACE OFFER: MALE ALLYSHIP PROGRAM

Audience

Aim

Outcomes

Participants

Cost:



FUTURE PARTNERSHIPS

Build a hub or a centre in your region, with a dedicated local lead and freelance facilitation staff. Organise local events and build a community of volunteers and allies.



Costs: Multi-year scaling up of projects.



Audience: Broad, whole of community offer and impact.



Group Size:
500+ people



Delivery: Local delivery teams supported by national structures.

LOCAL DELIVERY PARTNERSHIPS

- Create local staff hub capable of training local delivery team
- Embed professional development for youth workers, leaders and teachers
- Roll-out youth focused delivery to all your schools, youth organisations, sports teams and universities.
- Create local network of male allies and community allies

OUTCOMES

Establish a local hub, with professional staff training and supporting locally based youth workers & peer educators delivering workshop content. Create regional volunteering hub and regular public events. Within 2 years hub will be self-sustaining locally, through client delivery, local partnerships and minimal ongoing council support.

OUR EXPERTISE

World class workshops from world class instructors.
We have a proven track record with market leading programme tools and workshop design



1. World Class Instructors

Featured on TEDx, we have dynamic facilitators who connect with participants as individuals.



2. Best Practice Tools & Frameworks

Evidence based tools to improve gender equality within your organisational context.



3. Leading Academic Research

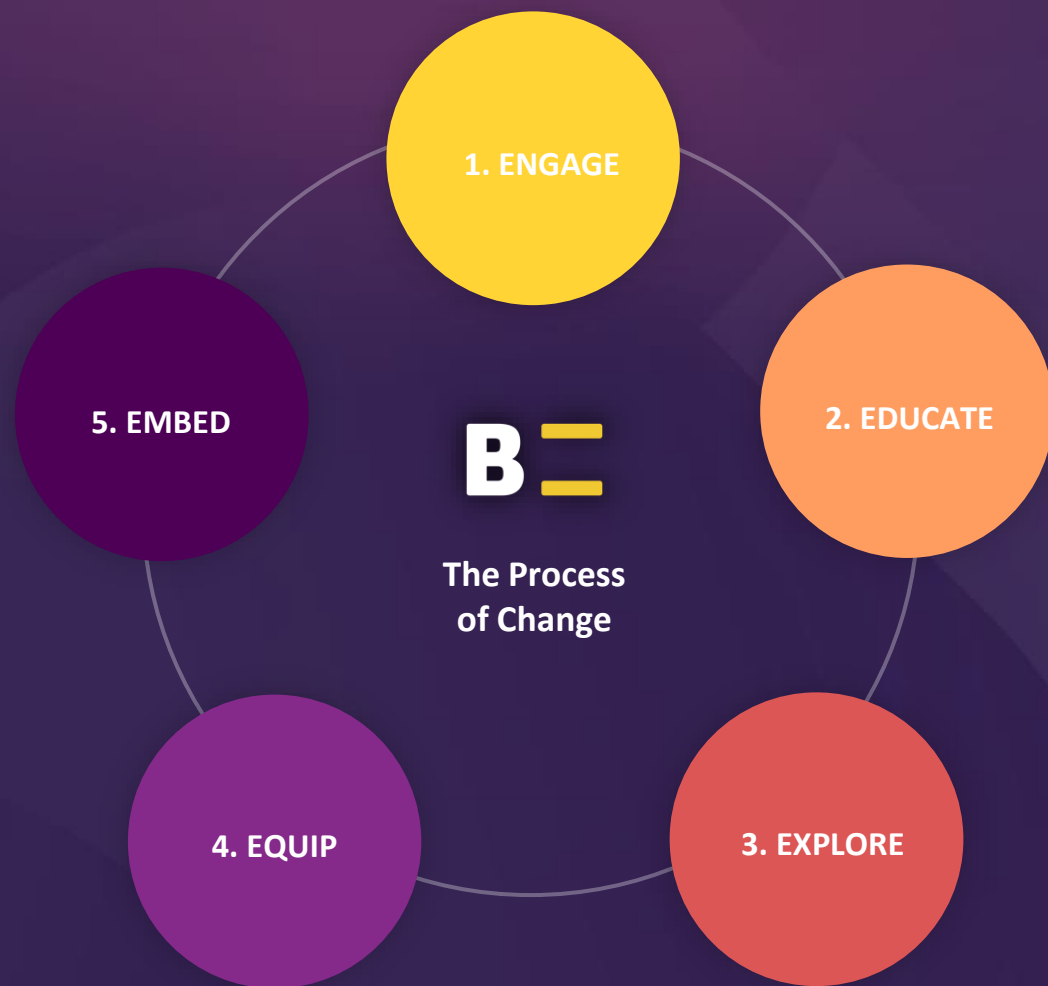
Researched programmes to better understand inequalities, privilege, power, accountability and allyship in ways that inspire and motivate change.



4. Specific Solutions

We have been offering projects across a number of sectors for eight years and are well positioned to offer additional services in the below areas.

OUR PROVEN CHANGE MODEL



ENGAGE

We remove social and psychological barriers to change. Your teams will overcome defensiveness and discomfort to establish an individual and group identity in line with important and desired changes.

EDUCATE

Participants to discover other people's lived experiences and so challenge organizational biases, and their own preconceptions. This equips your team with new lenses with which to understand their everyday interactions.

EXPLORE

Through our exercises, your team will unpack the power dynamics, biases, group and cultural norms that structure inequalities and ineffective cultures. Each individual will understand their own positionality within these dynamics.

EQUIP

Your team will become familiar with frameworks for analysis, toolkits to approach specific everyday scenarios, and skills for compassionate and empathetic action.

EMBED

Each aha moment can be a crucial catalyst for change. But transformations come from habits and organizational practices. We help your team understand how they can increase impact by collaborating with others.

MOMENTUM

We have a proven range of interventions, programmes and workshops and have an ever-increasing demand for our expertise

Beyond Equality is a leading voice in transformation of the way boys and young men see themselves.

In the next 5 years, we aim to reach half the young people in the UK, deepening our work with schools, universities and sports teams; to connect and inspire those male allies already active in workplaces and communities; and to provide a strong voice for healthier masculinities.

2013

Founded



8 Years of Experience

Building, evaluating and refining our impactful workshops

2390

Workshops



Workshop Delivery

A continued track record of successful implementation of impactful solutions

46,708

Participants



Growing Participant Numbers

Reflecting an ever increasing recognition for the importance of our work

92+%

Approval Rating



Highly Recommended

Strong engagement and approvals ratings across all 4 of our areas of expertise

+172

New Applicants
2021



Growing Volunteer Community

A surging and significant increase in media and volunteer interest

SOME OF OUR 1000s OF ENGAGEMENTS

SCHOOLS



The Charter School
North Dulwich



UNIVERSITIES



WORKPLACES



NEWTON

PRO SPORTS



"The sessions are facilitated in ways that have enabled our team to move past their, at times, defensive reactions, to understand their everyday actions from a different perspective. This empowers our team with the tools to make changes in the future, that will steadily impact on key change makers in the organisation"

- Corporate Finance E&I Team
Rabobank

"We would not hesitate to recommend the project. They took the challenge of training some of our most challenging age groups and produced sessions that were informative but more importantly full of energy."






- Tim Greenwell
Chief Legal and Risk, Southampton FC

"Eye-opening. This was the first time I've ever thought deeply about other people's experiences."
Yr 10 Workshop Participant

INTERNATIONAL MEDIA COVERAGE

Beyond Equality is a nationally recognized and leading voice in gender equality. We are consistently featured in international publications and media outlets

With a strong social media presence, our team of internationally recognized experts consult regularly to institutions and governmental organisations driving conversations in organisations and communities across the UK and beyond.

-  Instagram +6400 (+160% Mom)
-  Email Database – 2300 Subscribers
-  Twitter +4,000
-  LinkedIn +1,100
-  Facebook +1,400

Print Media



Radio



Television

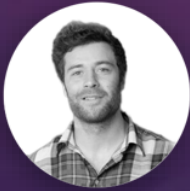


Other



THE TEAM

Our Team



Daniel Guinness
CEO, Managing Director

- PhD in Cultural Anthropology (Oxford)
- Published research on masculinities
- Former professional rugby player
- 2020 Agents of Change List, Management Today Women's Business Council, UN Women UK. 2021 UK Point of Light.



Ben Hurst
Head of Facilitation

- Experienced public speaker (TEDx London Women)
- Over a decade of youth work experience
- Consultant facilitator, host, and TV presenter with major international organisations



Kasey Robinson
Head of Workplaces

- Experienced anti-oppression educator, and campaigner
- Consultant to major national and international organisations and companies
- MSc in Gender, LSE



Jade Ecobichon-Gray
North West Lead

- Experienced social wellness and DEI practitioner
- Consultant to private, public and third sector organisations
- Member of the Liverpool Race Equality Business Support Working Group
- MSc in Health Psychology, City, London

Our Board



Janey Starling
Chair of Trustees

- Co-director of leading UK feminist organisation Level Up. A decade supporting survivors in the UK VAWG sector, including frontline domestic abuse work at Sisters Uncut
- Lobbied/Wrote for the UK's first press guidelines for reporting on fatal domestic abuse



Rachel
Programmes: Research & Design

- Economist, World Bank, Gender Innovation Lab
- DPhil in Development Economics, Oxford University
- International gender justice expert, specializing in programme evaluations



Satwinder Sandhu
People: Diversity, Equity and Inclusion

- CEO at IAC, Centre for Adoption
- Extensive Experience within Social Care
- Track-record of streamlining resources and operational efficiency to maximise impact

CONTACT - General

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We have an evolving collection of reports and further information about our charity and programmes. Please contact us to set up a call at your convenience.

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