



UNIVERSITY PROGRAMMES

*Building Inclusive
Futures—One
Conversation at a
Time*

2025

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Beyond Equality story

In the early 2010s, two in three women students reported being harassed during their studies. Among those affected by this was Dr Daniel Guinness, now Managing Director of Beyond Equality, who—alongside a group of postgraduates—noticed significantly contrasting university experiences: while some thrived, others, especially women, felt unsafe and silenced.

“This realisation sparked Beyond Equality, founded on the belief that women shouldn't bear the burden of challenging discrimination alone. Men must be part of the solution by shifting the cultures within their teams, friendships, and social spaces.

The first workshop brought together influential men on campus: from sports captains to club night organisers for a session led by the rape crisis centre. While many found it eye-opening, some struggled to see how it applied to them.

That moment shaped the organisation's mission: engaging men to take active responsibility in ending gender-based violence. These facilitated spaces quickly proved powerful - not just for social change, but for the men's own growth and the cultures they influenced”.

-Dr. Daniel Guinness



**Daniel Guinness playing for Oxford University
'Greyhounds' vs Cambridge University, 2009**

Let's Rethink masculinities

12 Years
OF UNIS WORK

948
NO OF WORKSHOPS

14,000+
PEOPLE REACHED

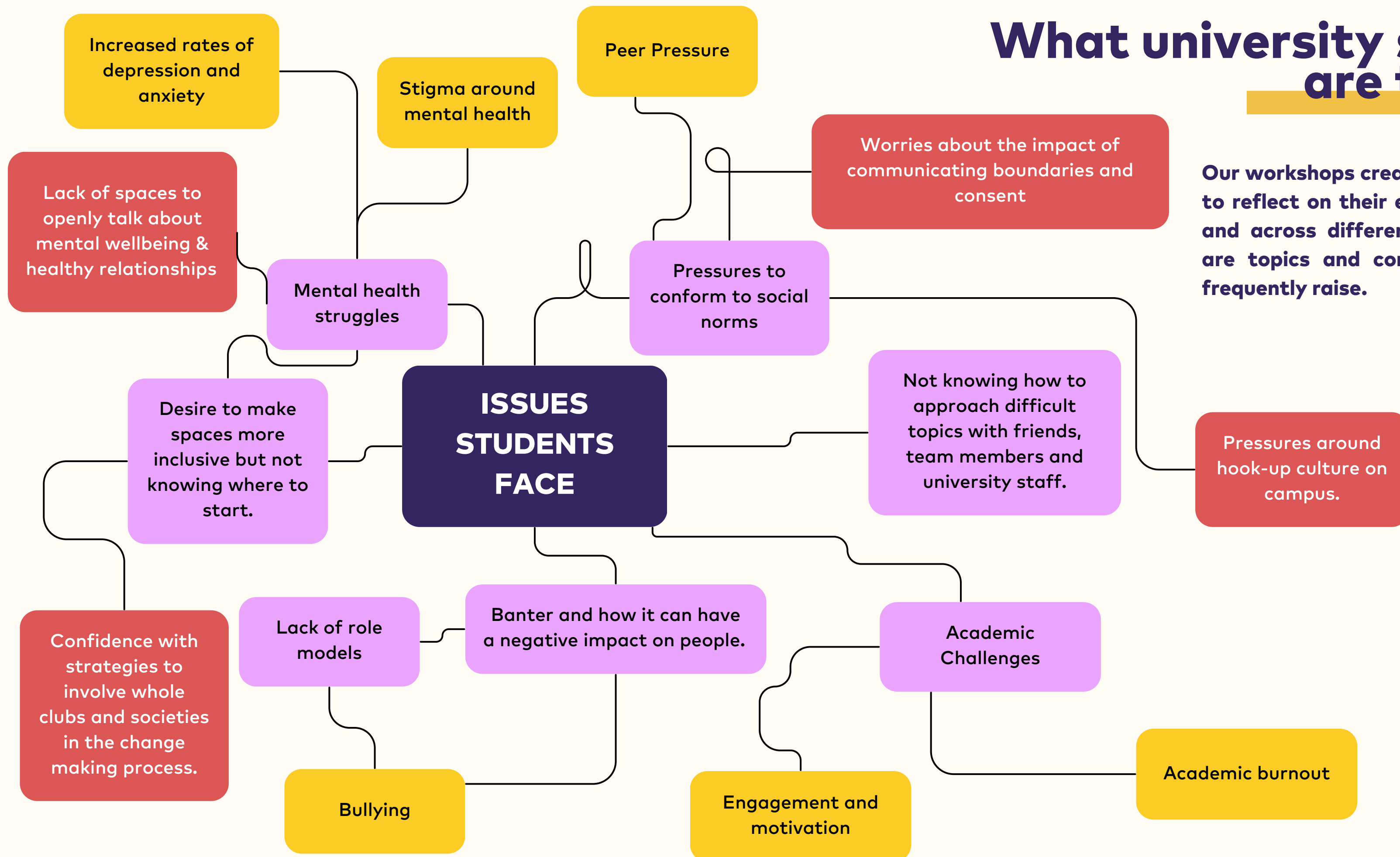
88
NO OF UNIS

- At Beyond Equality we work with university students and staff to address the hidden barriers to inclusive, safe and flourishing learning environments.
- We provide reflective spaces for students to explore how gender, masculinities, healthy relationships, consent and mental wellbeing impact everyone on campus.
- Through skilfully facilitated workshops and expert-led training, we support universities to understand and address the unique needs of their students and staff in today's world.
- Our workshops encourage open dialogue and foster a sense of responsibility, guiding participants toward positive change and a more equitable and inclusive campus culture.
- We have specialised workshops for students, student leaders and staff and we work with all universities and further education institutes.



What university students are telling us

Our workshops create spaces for students to reflect on their experiences on campus and across different communities - here are topics and conversations that they frequently raise.



A photograph of two men standing in front of a large window. The man on the left is bald with a beard, wearing a dark blue polo shirt with 'TS' on the chest and 'THANK YOU NHS' on the front. The man on the right is wearing a cap and a dark blue t-shirt with 'DT' and 'L/LEADERS' on the chest. Both are smiling. The background shows a cityscape through the window.

OUR WORKSHOPS

Our workshops offer a dynamic space for open, honest conversations and self-reflection. Tailored for teams, clubs, student societies, halls and colleges, we focus on strengthening team cultures and communities across campus and beyond.

We work with diverse groups including men's sports teams, women's sports teams, mixed-gender sports teams, student leaders, societies, freshers' induction groups and more.

We also offer talks and keynotes for panels, events and conferences, through which we share our experience of what makes university life better for people of all genders.

Our aim? To help students create more inclusive and supportive environments.

Our process of change



B EQUALITY **YOND**

1

ENGAGE

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

2

EDUCATE

We learn about others' experiences to better understand others' reality.

3

EXPLORE

We unpack biases and group and cultural norms that structure inequalities

4

EMBED

Our multiple workshop offers are all geared towards reinforcing change

5

EQUIP

Practice simple techniques for making a difference everyday

How we help Universities

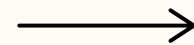
STUDENT WORKSHOPS

We run a range of tailored workshops designed to engage diverse student groups, equipping them with the confidence, critical thinking, and communication skills they need to thrive academically, socially, and personally throughout their time on campus.



STAFF WORKSHOPS

We equip your staff with the knowledge, skills, and confidence to better understand the diverse experiences of students and provide meaningful, informed support in both academic and pastoral settings.



TRAIN THE TRAINER

We develop a bespoke workshop based on your needs and then equip your facilitators with the delivery tools with support from the BE team.



BEHIND THE SCENES

Training and Support:

We hold regular training for our facilitators to prepare them for workshop delivery, taking into account participant and institutional needs. We have support structures in place to ensure that our facilitators can deliver high quality workshops whilst being supported with their own wellbeing.

Content Development:

We continuously review and update our content to ensure that conversations are relevant to participants. We frequently adapt content to meet participant and institutional needs. We are national experts on topics such as men, masculinities and the crossover with healthy relationships, mental wellbeing and GBV and.

Monitoring & Evaluation:

We collect and analyse M&E data to assess the impact of our programs, ensuring that our interventions are effectively addressing both students' and staffs' needs.

Continuous Learning:

We evolve our work by staying curious, learning from academic research and keeping abreast of current affairs.

TEAM TALK



WORKSHOP OUTCOMES

- Open up and talk beyond the superficial
- Challenge participants to play a part in tackling GBV/SV
- Recognise pressures and expectations around sex and relationships
- Reflect on banter and enabling culture and its impact on others
- Examine 'hook up culture' and narratives about sex and consent
- Help people understand others' lived experiences
- Create inclusive team culture

2 hours
Duration

6 - 25 students
Group Size

Overview:

The Team Talk workshop is a two-hour interactive discussion which creates safer and braver spaces for students, particularly men, to have challenging conversations they wouldn't usually have with their peers, reflecting upon social expectations linked to gender, and focusing on three main themes;

- Mental Wellbeing
- Sex & Healthy Relationships
- Inclusion & Belonging

These workshops look at group culture and as such are aimed at groups of students who already know each other eg: sports teams, societies and course mates. A version of the Team Talk can be tailored for Freshers, beginning with discussions of imposter syndrome, living away from home and university life.

Online and In-person options

**Weekend delivery
available**

STUDENT LEADERSHIP TRAINING



WORKSHOP OUTCOMES

- Leaders to feel more confident in their roles and the tools they have to thrive in them
- Leaders to have Action Plans in place to enact positive change in their clubs/societies
- Leaders to have a greater understanding of how to build stronger linkages with existing university support and report structures

5 hours
Duration

**Up to 50 students
and beyond**
Group Size

All club leaders,
captains, social and
welfare secretaries

Overview:

Designed for students stepping into and already in leadership roles within teams, clubs, societies, residences, or the SU, this interactive, modular workshop equips them with the skills to build more inclusive student communities on campus and beyond.

Participants work on action plans during the session, which are for them to take away and use as a template for initiating positive change.

Key topics:

- Boundaries & Communication
- Consent Culture
- Inclusion & Belonging
- Support & Reporting

Online and In-person options

CPD certified

Weekend delivery available

**3 hour
condensed version available**

ALLYSHIP



WORKSHOP OUTCOMES

- Feeling more comfortable in starting dialogue on barriers to inclusion and diversity at the university
- Deepened understanding of the discrimination, exclusion and barriers to full involvement that students may face on the basis of minoritised and marginalised identities
- Participants are aware that these barriers have been created and can be removed, and are open to be a part of the process through allyship
- Participants will see themselves as a positive part of co-creating these cultures

2 hours
Duration

20 students
Group Size

Overview:

This workshop focuses on exploring allyship and becoming an ally to a range of different communities who face exclusion and discrimination.

Includes an exploration of privilege and how to bring down barriers to inclusion and belonging within a club/team. Great to do as a whole group.

Key topics:

- What is allyship?
- Reflection Activity
- Power and oppression
- Allyship process - how everyone can have an impact

Weekend delivery available

**Adaptation possible to include
Active Bystandership**

Online and In-person options

EXPLORING BEYOND CONSENT



WORKSHOP OUTCOMES

- Safe & Brave spaces, for open conversation and validation of lived-experiences
- Greater understanding of the workshops key focuses
- Accountability, for your own actions but also those of your community
- Increased confidence to challenge cultural norms, power, and social dynamics

2 hours (each)
Duration

20 students
Group Size

Overview:

Our Exploring Beyond Consent workshop is interactive, creating a safer and braver space for open and honest discussions. During the workshop participants explore topics around consent, reflecting on how consent impacts sexual relationships and how it extends into everyday life.

We equip participants to communicate, recognise and respect boundaries, as well as build confidence and skills to play a more active role in challenging sexual violence and harassment on campus.

Without pointing fingers and attributing blame, we challenge individuals to be accountable for their actions and values as well as for the actions and values of their community.

Key Topics:

- Consent
- Boundaries
- Healthy relationships
- Inclusive campus cultures

**Weekend delivery
available**

Online and In-person options

TRAIN THE TRAINER



TRAINING OUTCOMES

- Trainers reflect on how their identity and positionality can impact workshop delivery. Examination of how power and privilege can play into facilitation and impact participants
- Trainers explore differences between teaching and facilitation
- Trainers reflect their own narratives on where their beliefs come from
- Trainers get to practice workshop delivery and trouble shoot to instill confidence in delivery skills
- Trainers have a clear understanding of how to implement the workshop learnings for participants

7 hours
Duration

Up to 25 Trainers
Group Size

**Volunteer students/
staff members**

Overview:

This bespoke workshop is tailored to your institution's specific needs, equipping your facilitators with the training and resources to deliver it—supported by our lead facilitators so the workshop can be run creating lasting, sustainable impact over multiple years.

Key Topics:

- Consent
- Creating inclusive student environments on campus,
- Allyship
- Bystandership and more

To help support development of newly-trained volunteer facilitators. BE facilitator can co-facilitate with each volunteer facilitator in their first workshops. We offer ongoing Community of Practice spaces for your facilitators to reflect on challenges and facilitation approaches.

Weekend delivery available

**Multi-year support and partnership
with Beyond Equality**

**Adaptations possible tailored to
context**

**Bespoke Monitoring and Evaluation
options available**

STAFF & TEACHER TRAINING: INTRODUCTION TO INCLUSIVE LEARNING



WORKSHOP OUTCOMES

- Improved understanding of the benefits of building inclusive learning environments
- Increased awareness of the challenges and obstacles to learning facing students, particularly recognising those faced by students of marginalised backgrounds and based on discrimination
- Improved understanding of a framework for creating inclusive learning

2-3 hours
Duration

5-20 students
Group Size

Teaching and non-teaching staff

Overview:

This workshop is designed to give teaching or non-teaching staff the basic foundations for building learning environments in which all students are able to feel safe and ready to learn. It builds upon teaching staff experiences and strengths, introduces the concept of inclusive learning, increases awareness of the range of lived experiences of students and discrimination that may impact learning, and develops an understanding of where staff can take action to improve student experience.

Options:

The workshop can be tailored for a variety of cohorts, recognising the specific contexts:

- teaching, principle investigators and supervisors across a range of disciplines
- administrative and faculty management
- student support, student union, student services and sports staff
- university leadership

Follow up Options:

Beyond Equality can deliver up to 5 follow up sessions with cohorts who wish to deepen their understanding and develop their own teaching and support practices. This can include action planning and workshopping of challenging scenarios.

STAFF & TEACHER TRAINING: TRANSFORMATIVE WORKING WITH STUDENTS



WORKSHOP OUTCOMES

- Greater understanding of the issues faced by students.
- Empathy and compassion for what informs potentially harmful attitudes and behaviours of toxic masculinity, racism, sexism and beyond.
- Tools to approach challenging conversations and open up ongoing dialogue and discussion around topics like masculinity and VAWG-prevention; and
- Confidence to start disrupting cycles of behaviour that may be harming students and their communities on and off campus.

2 hours
Duration

5-20 staff members
Group Size

**Teaching and non-
teaching staff**

Overview:

Looking at the foundations of Beyond Equality's approach in creating more inclusive student environments in sports clubs and across campus, this workshop equips staff members with tools to be part of the change making process.

The workshop can be delivered with one of two focus areas:

Rethinking Masculinities

How masculinities impact and shape the experiences of students in sports clubs and across campus. Reflections on working with young men and boys in conversations around positive masculinities and VAWG-prevention. Equipping staff with frameworks to understand the issues that men and boys face, and guide them towards compassionate, preventative and active bystander approaches.

Creating Inclusive Communities

Reflecting on approaches to creating more inclusive communities on campus and beyond. Examination of how power and privilege play into community building and the dynamics of the change making process. Equipping staff with tools to identify and address issues that can negatively impact inclusive student communities.

CASE STUDY- Bespoke Train The Trainer Programme

In collaboration with a leading Russell Group university, Beyond Equality delivered a comprehensive Train the Trainer programme as part of a long-term partnership focused on fostering inclusive and supportive learning environments.

Delivery included:

- Facilitation support for 18 student workshops
- Seminars and workshops for people from various professional positions within the university including teaching staff, board members and senior leaders.

Topics covered:

- Disclosures and Complaints
- Power and Privilege in the Medical field
- Exploring the impact of these on staff and students

270+

first-year students reached

125+

staff members reached



IMPACT

86%

of participants say
our workshops help
to create a more
positive culture

91%

of participants say our
workshops help them
to reflect on their own
attitudes and
behaviours

89%

of participants say
they would
recommend our
workshops to other
universities.

We have worked with over **88**
universities including....



University of
Reading



UNIVERSITY OF
STIRLING



UNIVERSITY OF
OXFORD

MANCHESTER
1824

The University
of Manchester

UNIVERSITY OF
EXETER



"Really good to think of welfare issues that
may arise inside & outside the club and
helped me consider things about gender,
equality, consent, uni culture, that I hadn't
given much thought before."

Workshop Participant, Medics Netball, Imperial College
London

"It helped me realise that there are ways
to be in touch with my emotions and how
my actions make other people feel, even
those who I don't say anything to but
overhear what I say"

Workshop Participant, Glasgow University American
Football Team,

PUBLIC RELATIONS

Television



Print Media



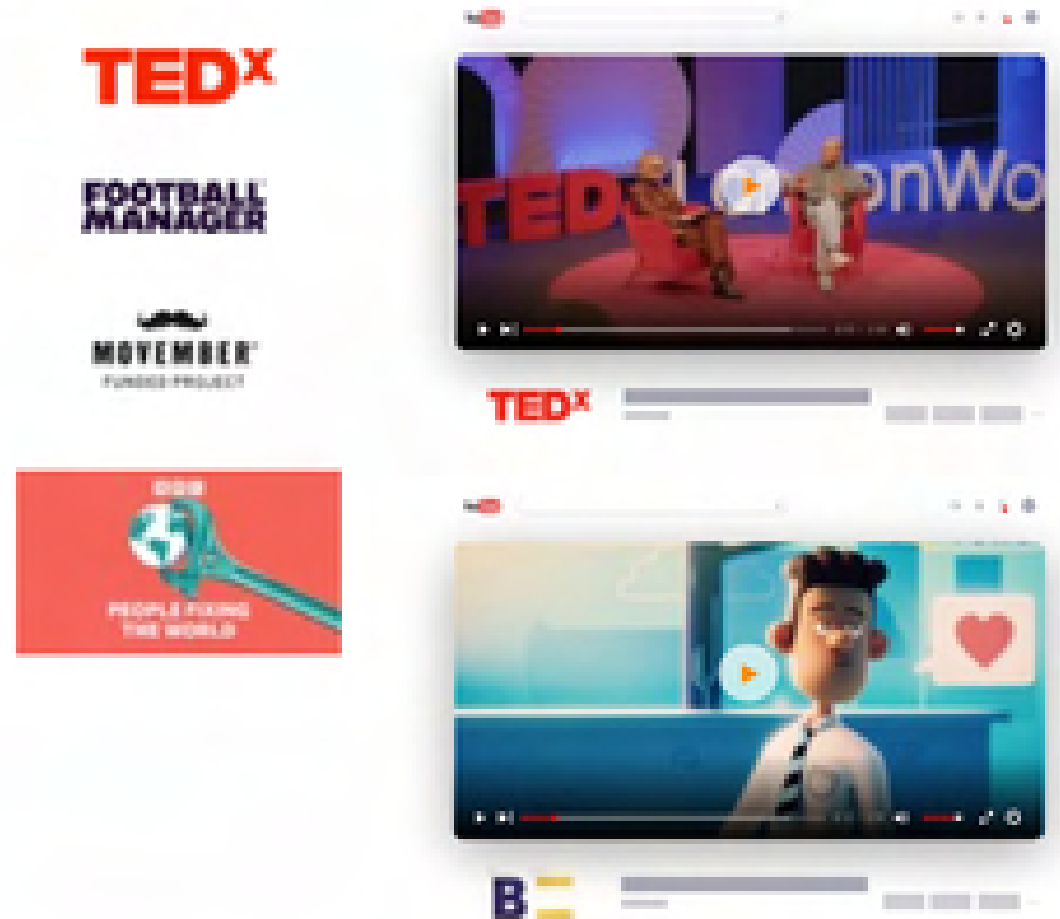
Radio



Magazines



Events & Documentaries



As a leading voice of expertise in masculinities and gender equality, our team regularly engages with global and domestic focused media organisations. We leverage every platform to advocate for transformative change and a fairer society.

LET'S WORK *Together*



CASPAR WEGNER

UNIVERSITIES BOOKINGS
FACILITATION AND CONTENT
COORDINATOR



CONOR MURPHY

UNIVERSITIES SALES
COORDINATOR



SAM MINCHER

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