White Ribbon Day 25 November – Key Stage 3-5

Introduction

Thank you for your interest in White Ribbon Day 2022. We hope this education pack will help you to mark the day in your school.

White Ribbon Day takes place on the United Nations day to end violence against women. The 16 days that follow the 25th November are globally recognised as 'days of action to end violence'. You may want to choose one of these days to mark White Ribbon Day or mark all 16 with an activity or discussion each day.

White Ribbon 2022 #TheGoal

This year, White Ribbon Day falls on the same week as the launch of the FIFA men's World Cup. There is never a better time for us to focus on the good that can come from unifying and supporting one common cause. #TheGoal does just that, it brings men and boys together to think about how they can make a positive difference to achieve equality and safety for women and girls.

The activities in this pack help children to celebrate what makes them different and unique and to understand the importance of accepting and including others. These are the roots for a gender equal society free from violence.

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What is White Ribbon UK?

White Ribbon is the UK's leading charity engaging with men and boys to end violence against women and girls. Our mission is to prevent violence against women and girls by addressing the root causes. We do this by raising awareness of what constitutes as violence, and the link between dominant masculine norms, gender inequality and violence against women. Through our work, we aim to shift societal attitudes, systems and behaviours around masculinity that help to perpetuate gender inequality and therefore men's violence against women. White Ribbon UK's work is preventative, we aim to end violence before it starts.

What is violence against women and girls?

At White Ribbon we use the United Nations definition:
Violence against women, means "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life". United Nations (1994) A/RES/48/104

One in three women worldwide experience violence, mostly by someone known to them. Men's violence towards women and girls in public places, workplaces and intimate relationships causes devastating physical, emotional and psychological harm. It affects women's education and employment, health and mortality, economic independence, participation in public life, and relationships.

OFSTED's 2021 review of sexual abuse in schools and colleges[1] revealed that the sexual harassment and online sexual abuse of children and young people is prevalent, and the issue is so widespread that it needs addressing for all. The frequency of these harmful sexual behaviours means that some children and young people consider them normal.

[1]https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges

The White Ribbon Promise

Encouraging everyone, especially men, to make the White Ribbon Promise, to never use, excuse or remain silent about men's violence against women, and to wear a White Ribbon, is central to the campaign. We hope that your staff team will have no hesitation in making the Promise (this can be done online at https://www.whiteribbon.org.uk/promise) – or follow the QR code later in the pack.

Making the Promise is significant, we would not be expecting children under the age of 14 to make the Promise. Instead you can discuss with children the principles linked to the White Ribbon symbol, e.g. not hurting others, calling out gender stereotypes and standing up for and supporting others.

What you can do

Celebrating White Ribbon Day at your school is most valuable when a whole school approach is taken. Here are some ideas for what you can do beyond the classroom:

·Encourage everyone, especially staff to wear a White Ribbon

·Print out some of our posters to display, order from our shop, or encourage students to design their own. There is information about White Ribbon available on our website.

·Make a human display of a large White Ribbon outside on a football pitch or other large outside space and photograph/film from above. You could run a school competition to see which class makes the most creative human ribbon!

·Encourage children to share what they have done for White Ribbon Day at home

·Deliver a White Ribbon Day and 16 Days of Activism assembly

·Add our White Ribbon Day #TheGoal frames and banners on your school's social media

·Look at some of the wider White Ribbon Day #TheGoal materials that are available and share on your social media

·White Ribbons and awareness raising materials can be bought in the White Ribbon Shop www.whiteribbon.org.uk/shop

https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges

Teaching notes

Create a safe space: Although these activities focus on acceptance and equality, it is worth considering how your students may react to the content. Some students may not feel comfortable confronting gender roles. They may have experienced violence or be someone who perpetrates it. Consider the children in your class and put the right boundaries in place to keep everyone safe, such as by reinforcing classroom rules, informing certain children about what they'll be learning about before the class so they can process it and make clear that children can choose not to take part if they do not feel comfortable. You may wish to display contact details for organisations that can offer help and support during your lessons:

- Childline (Phone 0800 1111)
- Women's Aid (Free 24-hour helpline: 0808 2000 247)

Helping children understand gender and roles: From a very early age children have a clear idea of gender roles, which includes the things they like, believe they are good at, their behaviour and personality and the choices they make. Children then conform to gender roles and identify with them. Everything children encounter reinforce their understanding of gender roles (family, media, books, clothing, etc). Studies have shown that adults will speak and behave differently depending on the gender of a baby, such as being more likely to read with girls and encourage boys to crawl.

We can help children to understand that gender roles are a construct and that we are all unique:

·Always encourage children to try new things that combats gender stereotyping and norms

·Consider your own gender bias and in the way we teach children, most of the time it happens without realising it!

·Formally teach gender neutral language and support children to understand why gendered jokes and terms aren't appropriate

·Explore diverse representations of identity - encourage boys to adopt what have been seen as traditional feminine attributes, such as being caring, supportive, kind and thoughtful. And encourage girls to adopt those attributes that have been associated with masculinity, such as being strong, logical, active and a leader.

Use the White Ribbon: The White Ribbon symbolises everyone being able to live free and safe from harm and can help children to understand gender equality even if they don't have the right language yet to talk about it.

ACTIVITY 1

Item required

A football, but consider the abilities of the class – it may be more appropriate to use a foam ball or a bean bag.

Instructions

1.Stand in a circle – emphasise at the start that it doesn't matter how good you are at throwing a ball.
2.Start with one person – who throws the ball to another – this continues randomly across the group – count out the throws – 1 -2 – 3 etc. Each person should only catch and throw the ball once. Make sure everyone remembers the pattern as it is going to be repeated. Continue throwing through the pattern for several times – get to a stage where everyone knows who they catch from and who they throw to, and which number they are!
3.Ask everyone whose name begins with a letter from A – M to take 2 steps back, repeat the throwing cycle – how did that go?
4.Come back to the regular circle – this time everyone who's birthday is from day 1 – 15 should sit on the floor – how is that?
5.There are further variations you may like to try, birthday month Jan -June, closing their eyes (gauge if this is going to be safe with your group). Red or blue? If you prefer blue have one hand behind your back etc.
6.The finale is for everyone to find a space anywhere in the room and try throwing through the pattern outside the circle – can you remember the throwing pattern?

Questions to consider

1.Once the pattern was established, all the subsequent variations apart from the last affected around 50% of the group. What impact did that have on the group's ability to complete the task?
2.Hopefully everyone had one moment where they were at a disadvantage – question how that felt?
3.Did those with an advantage moderate their throwing to help those with a disadvantage – how did that feel?

ACTIVITY 2

Items Required

A goal marked out on the wall or use a real goal. Identify a penalty spot. 2 footballs or cut out footballs. The equality facts are included below.
1.Place the two footballs a distance from the goal, side by side. You'll need to determine how many steps are needed before someone reaches the final stage. Indicate which one represents women and which represents men.
2.Ask the equality facts in turn – encourage debate as to the answers. If men and women are equal, move both balls forward. If men have the advantage, only move the ball representing men forward, if women have the advantage only move the ball representing women forward.
3.When the first ball arrives at the penalty spot invite one of the students in the class to take the penalty.
Questions
The White Ribbon is the symbol of men ending violence towards women. Why might a more equal society mean there is less violence?

Notes for teachers

Gender inequality is a root cause of violence against women. The four main drivers of violence against women are:
•condoning violence against women
•men's control of decision-making and limits to women's independence
•rigid gender roles and stereotypes
•male relationships that emphasise aggression and disrespect towards women

Violence against women remains one of the most pronounced expressions of the unequal power relations between women and men. It is not only a cause but a consequence of the inequality between women and men. The best way to prevent violence against women is to promote gender equality. Since the 1990's, key international documents such as the United Nations Declaration on the Elimination of Violence against Women, the Beijing Platform for Action and the UN CEDAW Committee's General Recommendation No. 35 on gender-based violence against women (updating General Recommendation No. 19. General Recommendation) have made clear that gender equality is a key component in ending violence against women.

The Istanbul Convention, ratified by the British Government in July 2022, made achieving gender equality its fundamental principle. In framing the eradication of violence against women and domestic violence in the context of achieving gender equality in law and in practice, it recognises the structural nature of such violence and is a critical tool for the advancement of women's equality with men.
This is why the Istanbul Convention speaks about the "gendered" nature of violence against women or of "gender-based violence against women". It addresses forms of violence that are directed against women because they are women and/or affect women disproportionately.

Equality facts

1.Is the prize money at Wimbledon, the tennis tournament, more for men than women, or the same? [Prize money for tennis has been equal for men and women for several years]

2.Has a woman ever held the record for a running race over men? [The British ultrarunner Jasmin Paris was the first woman to win the 268-mile Montane Spine Race along the Pennine Way. She not only won, she shattered the course record, held by a man, by 12 hours.]

3.In the Forbes 2021 list of highest-paid athletes, how many women appeared in the top 50? (2, 22 or 42?) [There were 2, Naomi Osaka, in 12, and Serena Williams in 28.]

4.How much does the average male super league footballer earn in a week? What is the average for a woman premiership footballer? [A 2017 report found that 88% of players in the Women's Super League in England earn less than £18,000 a year. The average player in the men's Premier League earns approximately £50,000 a week.]

5.What is the percentage of coverage of women's sport on BBC One? [women's sport accounts for 23 per cent of all sports coverage on BBC One]

6. What law did the Football Association pass in 1921? [Women were banned from playing on FA grounds, The FA's ban on women playing football was only lifted in 1971.]

7.Until 2012, was it men or women who were not involved in every discipline in the Olympics? [2012 was the first Olympic games tournament where women were able to complete in every discipline.]

Equality

8.Which was bigger, the Wembley crowd for the Women's Euros' final in 2022 or the men's Euros' final? [There were 87,192 spectators at the women's final and 67,173 for the men. This was impacted by covid restrictions – it is important to note that there had been expectations that the stadium would not be filled for the women's tournament. Unlike the men's final the women's passed off peacefully without the crowd trouble that marred the men. We believe this question is a positive one for women and to take a step forward – what do your students think?]

9.Is the chair of Sport Wales a man or a woman? [Baroness Tanni Grey-Thompson DBE, DL is the chair of Sport Wales. Tanni had formidable achievements as a world record-breaking Paralympian and World Champion from 1988 to 2004. There are a further 8 women board members and 5 men.]

10.Do men or women make up most sport coaches in Europe? [It is understood that only 20-30% of all sport coaches in Europe are women.]

11.When thinking about journalists who cover sport related stories, do men or women make up the majority of journalists? [Men make up 90% of sport journalism]

12.At the 2022 Commonwealth Games in Birmingham, did women or men receive the most medals? [For the first time ever, there was an equal number (50/50%) of women's and men's medal events at the Commonwealth Games. In fact, Birmingham 2022 became the first major multi-sport event in history to award more medals to women than men, due to the debut of women's T20 cricket].

13.Chairs and presidents make important decisions for sport. For the Olympics and Paralympics, how many women are chairs and presidents? (7%, 27%, 57%) [Only 7% of Chairs and Presidents in Olympic and Paralympic sport are women, which means that men make up 93% of important decision makers for one of the globes biggest sporting events].

Equality

14.In the 2021 Nuffield Trust health survey, were young women or men (between the ages of 16 – 24) found to be doing more exercise? [Young men were found to be doing significantly more exercise than young women. Almost half of the women reported embarrassment and poor body image as barriers to exercise]

15.A survey by Runner's World in 2021 showed what percentage of women had been harassed while running? (20, 40, 60) [The survey from over 2000 women found that 60 percent of women had been harassed when running. Out of these women, almost 25% also reported being regularly subjected to sexist comments or unwanted sexual advances while out running on their own. And, 6% said they had even feared for their lives. 37% of the women had limited their run to specific daylight hours, and 11% stopped running completely.]

ACTIVITY 3

Items needed

Goal marked out on the wall (or the floor) – sticky notes or card, pens.

1.Think of as many traits that are associated with being a man/boy/men? Write one word on each sticky note.

Questions

1.How do we feel about these words? Are they good/bad – neutral – can some be both good and bad?

2.Can some of these words place expectations on men that are hard to live up to? Which ones?

3.Encourage everyone to consider which traits it would be good for men to nurture/ which they would want to nurture.

4.Move the positive traits into the goal. Stand back – what would be different if all men nurtured these traits and rejected those that are left outside?

5.Share the White Ribbon poster with the 11 traits. Are some of these the same as the ones in the goal? Could White Ribbon have chosen words that were more important?

Further resources information

·White Ribbon UK were part of the Europe Wide Emancipator Programme and further ideas for activities exploring these themes are available in a toolkit that is available here https://www.emancipator.nl/wp-content/uploads/2018/06/IMAGINE-Toolkit-EN.pdf

·Promundo's 'The Man Box': https://promundoglobal.org/wp-content/uploads/2017/03/TheManBox-Full-EN-Final-29.03.2017-POSTPRINT.v3-web.pdf

·Gender Action's award programme for embedding gender equity as a whole-school approach: https://www.genderaction.co.uk

·AGENDA, Wales: https://agenda.wales/agenda_0319/agenda_english.pdf
·Fawcett Society's #smashstereotypes: https://www.fawcettsociety.org.uk/smashstereotypes

·Let Toys be Toys poster (for parents): http://lettoysbetoys.org.uk/wp-content/uploads/2018/09/LTBT-DrMacKay-poster-A3.pdf and National Literacy Trust: https://cdn.literacytrust.org.uk/media/documents/LTBT_posterV5_Dream_Big_Gender.pdf

·Spark video on gender inequality for boys and men: https://vimeo.com/groups/594278/videos/343266625

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Preventing violence against women and girls isn't just for White Ribbon Day

We encourage you to embed White Ribbon Day principles throughout the year. Here are some ideas for what you can do to continue to create a culture of gender equality and respect for all at your school:

·Encourage staff, and the wider school community, to become White Ribbon Ambassadors and Champions and gain exclusive access to our school resources

·Deliver the White Ribbon gender stereotyping lessons as part of your RSHE curriculum (accessible via the White Ribbon Ambassador and Champion resource portal)

·Your school may be interested in becoming White Ribbon Accredited or a White Ribbon Supporter

·Consider the whole school approach to embedding gender equality and preventing sexism, stereotyping and sexual harassment. There are many fantastic toolkits available to help guide you through implementing this, such as the Equaliteach 'Outside the Box' complete strategy for transforming the whole school environment towards gender equality

·Purchase White Ribbon awareness raising materials to display around your school all year round

·Ensure there is always information about where children can go for support.

Purchasing awareness raising materials and making donations

White Ribbons and other awareness raising materials can be bought through the White Ribbon UK online shop at our website. If you have raised money, it can be paid through the donate button on our website at www.whiteribbon.org.uk
If you pay via bank transfer, please e-mail Jayne.Blacker@whiteribbon.org.uk for our account details. Make cheques payable to 'WHITE RIBBON CAMPAIGN LTD' and send to White Ribbon UK, The Town Hall, St Georges Street, Hebden Bridge, HX7 7BY.

A note to communicate with parents

We have written a short communication for you to share with parents informing them about White Ribbon Day, including what it means and what their children will be doing. You can copy the below text or adapt.

'On 25th November we will be marking White Ribbon Day at school. We will be undertaking activities that look at creating gender equality and challenging gender stereotypes. As this is during the Men's World Cup we will have a football focus to see how sports can encourage positive traits in men and boys. White Ribbon is a global movement working towards ending violence against women by engaging with men and boys. You can find out more about White Ribbon UK here www.whiteribbon.org.uk'

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