

2016

# Gender Equality

## Challenging Gender Inequality

This pack gives brief details on the legislation and guidance pertaining to Gender Equality.

These entertaining and thought-provoking activities give participants the opportunity to experience and/or discuss gender discrimination issues from different viewpoints and consider how gender stereotyping may unwittingly influence the subjects they choose to study, their career path and the activities they engage in.

This activity pack contains 12 practical tried-and-tested activities that can be easily adapted as required for different audiences. They include differentiation ideas and materials to meet individual needs.



# Contents

Introduction	About this resource	2
Introduction	About the activities	3
Introduction	Activity descriptions	4
Introduction	Where does equality and diversity fit in?	6
Introduction	Bullying	6
Introduction	Working ethos	7
Introduction	What are the protected characteristics?	7
Introduction	Equality legislation	8
Introduction	The public sector equality duty	8
Activity 1	Household Duties Gender Quiz	11
Activity 2	Jobs Gender Quiz	16
Activity 3	School Subjects Gender Quiz	21
Activity 4	Who does what in your house?	26
Activity 5	Gender Cards	31
Activity 6	Gender Bingo	36
Activity 7	Discussion Questions	40
Activity 8	Who invented that?	44
Activity 9	Women in Mathematics	54
Activity 10	Gender Scenarios	60
Activity 11	Communication Quiz	63
Activity 12	The Degree of Discrimination	65

## About this resource

This equality and diversity pack provides teaching and training staff with advice, guidance and session plans that will help them to explore the key issues relating to gender with learners, whether they are students or staff working in a range of capacities for schools, colleges, work-based learning providers, voluntary and community sector organisations, public sector bodies or in the private sector.

It helps teachers and trainers to introduce legislation regarding gender by promoting the benefits of embracing equality and diversity and challenging gender inequality.

The pack can be used flexibly to support delivery of gender equality sessions to learners. In addition it can form the basis of induction or refresher training for new and existing staff, including temporary staff, volunteers and people on work placement.

It aims to:

- draw attention to and question the validity of gender stereotyping in relation to day-to-day activities and career choice
- help participants to look beyond gender stereotyping to avoid limiting the development of their interests, abilities and aspirations
- identify some of the influences that affect the way we perceive occupations and associate gender roles with them
- challenge occupational stereotyping
- encourage people to recognise their own prejudices, what influences them and the assumptions they make about others based on gender
- reflect the reality of discrimination, since everyone is affected by gender.

The following graphics are used within the resource.



Signposts users to relevant and differentiated activities



Information or activity exploring legislation

The resource includes a range of advice, practical tips and activities to help embed the learning in an interesting way. Some activities are differentiated to allow different levels of difficulty. The activities draw on people's own experiences and highlight the application and relevance of equality and diversity in a range of learning, working and social situations.

## About the activities

These entertaining and thought-provoking activities give participants the opportunity to experience and/or discuss gender discrimination issues from different viewpoints and consider how gender stereotyping may unwittingly influence the subjects they choose to study, their career path and the activities they engage in.

This resource contains 12 practical tried-and-tested activities specifically aimed at engaging the 14-19 age group; however, they can be easily adapted as required to meet the needs of learners from different age groups undertaking their learning in different settings. All offer the participants powerful insights into the key equality and diversity issues surrounding gender.

### Each activity plan contains the following information:

<b>Equality issue(s)</b>	The equality and diversity area(s) – including protected characteristics – touched upon by the activity
<b>Potential use</b>	Group sizes, potential for adaption to cover other issues, use within a wider equality and diversity programme
<b>Purpose</b>	The rationale behind the activity
<b>Learning outcomes</b>	How participants will be able to demonstrate the knowledge or skills they will have gained by completing the activity
<b>Resources</b>	The resources and preparation you need to do in advance of the activity
<b>Method</b>	A step-by-step guide to delivering the activity
<b>Variations</b>	How the activity may be delivered in different ways to meet different needs or limitations
<b>Handout, cards, answer sheets, and supporting information</b>	A range of materials to support the activity

## **Activity descriptions**

### **Activity 1: Household Tasks Gender Quiz**

Working individually, in groups or as a single group, participants allocate a variety of day-to-day activities and tasks to male or female members of the household before discussing the reasons for their decisions and whether making choices based on gender is fair.

Participants with language difficulties should be given the differentiated handout in order to include them in the activity.

### **Activity 2: Jobs Gender Quiz**

In a similar vein to Activity 1, participants decide whether a variety of occupations are best done by men or women or whether they could be done by either, before discussing their reasoning and considering the effects that gender stereotyping can have on career choice. Participants with language difficulties should be given the differentiated handout in order to include them in the activity.

### **Activity 3: School Subjects Gender Quiz**

In this activity, participants decide which subjects are likely to appeal more to boys and which appeal more to girls before analysing their reasoning in the light of gender stereotyping, and making the link with the effects that this can have on subject choice.

Participants with language difficulties should be given the differentiated handout in order to include them in the activity.

### **Activity 4: Who does what in your house?**

Participants look at what happens within their own households to reveal that gender stereotyping is alive and well and thriving in their homes in the 21<sup>st</sup> century, and then consider what the adverse effects of this might be on their plans for the future.

Participants with language difficulties should be given the differentiated handout in order to include them in the activity.

### **Activity 5: Gender Cards**

Cards featuring various sexist comments and workplace issues are used as discussion prompts to encourage participants to consider whether such behaviour is acceptable and how it may be viewed by the individuals concerned and by employers.

### **Activity 6: Gender Bingo**

This is a fun and energising activity in which participants have to find people with knowledge about role models, skills and qualities associated with traditionally gender segregated occupations and then reflect on the reasons for this.

**Activity 7: Discussion Questions**

Participants discuss issues such as perceptions about 'male' and 'female' personal qualities and the place of gender-related etiquette in modern society, debating the validity of these assumptions and behaviours.

**Activity 8: Who invented that?**

The message that gender is no barrier to people with ideas, talent and the will to succeed is illustrated by asking participants to guess which out of a range of inventions that have impacted on our daily lives in a big way were actually invented by women.

**Activity 9: Women in Mathematics**

The lives and achievements of five prominent female mathematicians provide the inspiration for participants to recognise the qualities required by role models and to seek out further role models in the field of mathematics.

**Activity 10: Gender Scenarios**

Real life scenarios provide the basis for discussion and allow participants to empathise with the concerns of people considering a non-traditional career path and their friends and family, and challenge negative and sexist views.

**Activity 11: Communication Quiz**

A magazine-style true or false quiz, supported by academic findings, busts some of the stereotypes about how men and women communicate with each other but confirms others, highlighting the communication skills valued in the workplace and the importance of being assertive in order to get your message across.

**Activity 12 The Degree of Discrimination**

Participants decide how they would challenge a real life situation where a university appears to be discriminating on the grounds of gender, and consider the legal and ethical issues involved.