



# **BOLD VOICES**

**IMPACT REPORT  
2022-2023**

# ABOUT US

**Bold Voices was founded on the belief that all young people have the right to receive an education free from gender inequality and gender-based violence.**

It is up to us as educators and leaders within our community to ensure that the next generation are better equipped than we were to challenge these cultures.



## WHAT WE SEE

At **Bold Voices** we work with schools across the UK who are grappling with what it means to keep young people safe within a society that trivialises, normalises and dismisses gender inequality and gender-based violence as "just the way things are".

Through our work in schools we notice that girls and young people of marginalised genders experience high levels of sexual harassment and violence but often remain silent, boys experience disproportionate struggles with mental health and are often unable to talk about the pressures they face, and across school communities we find gendered and sexist language, misogynistic views and a general silencing of these issues.

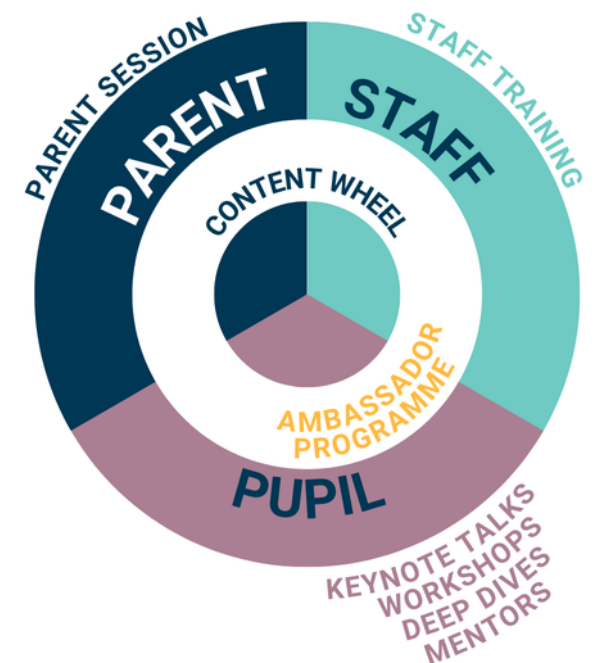
## WHAT WE DO

To combat these issues our approach is to equip school communities with the knowledge and skills to understand this culture and challenge it.

At its foundation this means creating spaces in which transformative conversations can be held. We encourage and nurture critical thinking, open discussion, and bringing pupils, staff and parents together with a collective understanding that this is a culture we all contribute to and all have a responsibility to challenge.

Our **Content Wheel** demonstrates the holistic nature of our work:

At **Bold Voices** we believe that tackling gender-based violence in education involves knowledge-building, learning skills and commitment from the entire community, in line with the idea of a **Whole School Approach**.



# OUR REACH

In the academic year **2022-23**, we've worked with...

**32,646**

pupils,  
staff &  
parents

**100**  
schools

& we've delivered

**179**  
talks

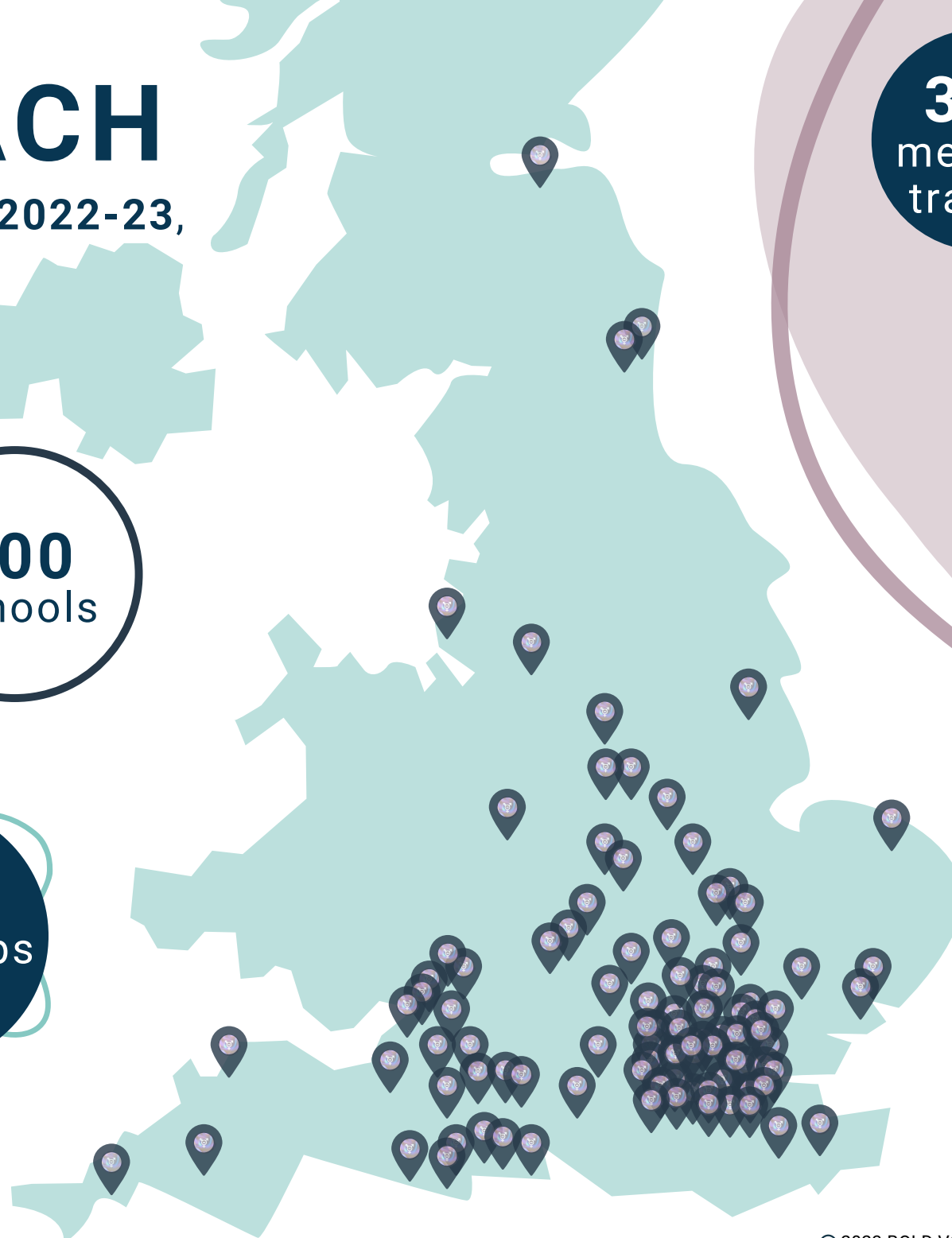
**375**  
workshops

**397**  
mentors  
trained

**509** pupil  
talks &  
workshops

**65** staff  
sessions

**15** parent  
sessions



\*Includes Ambassador Programme, conferences and other events



# STUDENTS

After their **Bold Voices** workshop...



**89%**

of pupils agreed **gender inequality is an important issue** that we need to tackle in the world today



**77%**

of pupils could **identify 5 different inequality indicators** that contribute to gender inequality and GBV



**85%**

of pupils agreed **challenging harmful stereotypes and language** will help us tackle gender inequality



**86%**

of pupils recognised how different identities **shape** experiences of gender inequality and other forms of discrimination

**90%**

of pupils rated **Bold Voices** workshops either **good or excellent**

**83%**

of pupils rated interactions with **Bold Voices** facilitators either **4/5 or 5/5**

# STUDENT TESTIMONIALS

"The staff were so lovely and created an **amazing safe space** for all of us. They are all so beautiful and kind souls, cannot wait for them to work with our school again."



"The facilitators created **open discussion**, taking out the uncomfortable feelings that come with this topic while also educating us on the severity and harm that can come from and with these topics."

"The workshop was **absolutely brilliant** & something that every boy in the school should take part in.

Not only do I feel more **equipped to challenge** those around me. I'm confident that I and the other people who took part in the workshop feel **more educated** about certain issues and now understand both the barriers for marginalised people and some of the ways we can break them down.

I felt that the afternoon was more **successful** than any other lecture or event we've had on **gender-based violence or discrimination** given the **interactive and judgement-free** nature.

It was an **opportunity** to learn and I think everyone had something **positive** to take away from it."



"The talk was very informal and **educational** and the workshop was **comfortable** and **interesting**."



"The staff were very **friendly** and **supportive** and made the session feel very interactive and succeeded in creating a **safe space** for everyone."



"I enjoyed the session because it had a focus on **all marginalised groups** and also spoke about the **impact of sexual violence on men** which doesn't receive enough media coverage."



"I enjoyed that the session focused on everyone, not just a single demographic in need, a nice coverage of everyone so that **all cases can be heard**."



# STAFF



We worked with  
**2,697**  
staff



**91%** of staff would **recommend** Bold Voices training to another school



**85%** of staff felt they **learnt something new** during Bold Voices training



**89%** of staff found the training **useful**

**90%**

of staff rated **Bold Voices** training either **good** or **excellent**

**98%**

of staff rated interactions with **Bold Voices** facilitators either **4/5** or **5/5**

# STAFF TESTIMONIALS

“Engaging and thought-provoking training relevant to the classroom and school setting. **Would 100% recommend.**”



“The session was delivered with such **clarity, intelligence and awareness** of the audience that we were all focussed for every second. We left feeling empowered to unpick situations by opening direct communication with pupils, the instant they arise, and with kindness and curiosity. **Incredibly valuable!**”

“A combination of **good information, practical tips and compelling presenters** made it a very worthwhile use of time on such an important topic.”

“**Bold Voices** facilitated our workshop with **passion and expertise.**”

Materials shared were **concise**, easy to navigate and provide an **excellent framework** for discussions with students and colleagues.”



“The training with **Bold Voices** has been **excellent**, well suited to both staff and students. It empowers everyone regardless of gender to **tackle** cultural issues with sexual violence and consider the the outcomes and how we're all have a role in developing a better, safer society within school.”

“Considering how ingrained and prevalent the issues of misogyny, language and violence is at this time, especially online and in social media, this training is vital. Delivery was very **clear, focused, purposeful**, and above all, **practical**. I left feeling more confident about how to address these issues in the school environment. The **Bold Voices** facilitator was **excellent.**”



“**Thought-provoking, sensitive** and totally **practical**. The training session I attended gave easy to implement ways to address endemic problems in our society. I wish everyone could have this training and I'd love to have been offered a full day of sessions. **Thoroughly recommend.**”

“Whole session was well prepared; progression through theory and scenarios with discussion worked brilliantly. Presenters were engaging - **best inset yet!**”

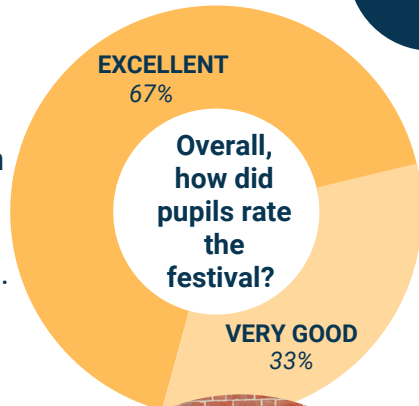


**BOLD VOICES**

# NURTURING EQUALITY FESTIVAL

**Bold Voices** ran the NEF in collaboration with students from Bryanston and The Blandford School, with the aim to raise awareness about gender equality and the harmful impact of stereotypes.

The festival included workshops led by 28 Sixth Form ambassadors and over 75 Year 6 students from nine primary schools participated in the day. The workshops encouraged pupils to learn about, discuss and challenge gender inequality.



## PUPILS SAID

"I will challenge gender stereotypes by..."

...being different."

...playing netball with the boys and not stopping."

...treating everybody the same."

...wearing what I like, when I like."

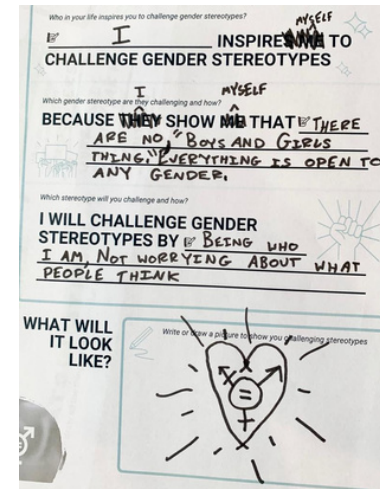
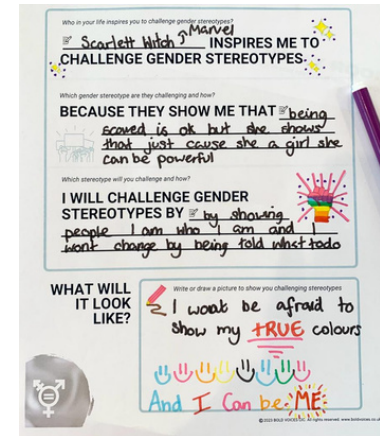
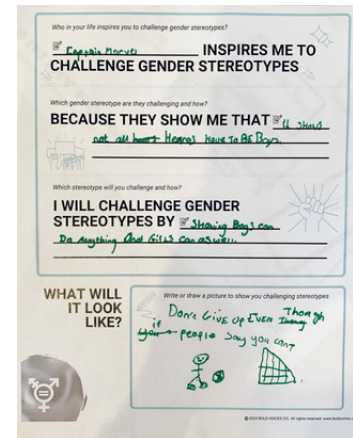
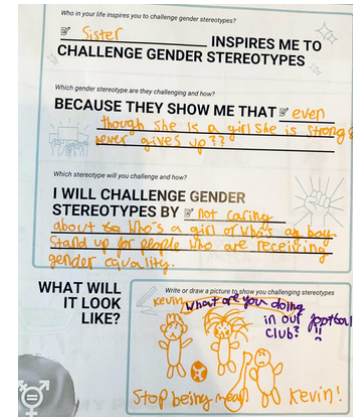
...being the person I want to be and become a stronger and kinder person."

...supporting others."



**BRYANSTON**  
**THE BLANDFORD SCHOOL**

Our work contributed to Bryanston winning the **2023 Talk Education Award for Innovation in Education for Equity, Diversity and Inclusion**



**93%**

agreed that gender stereotypes are true for some people but they aren't true for everyone!

**73%**

agreed they felt **confident** challenging gender stereotypes

**LANGUAGE**

**98%**

agreed that they can **challenge** gender stereotypes by changing the words that they use

**73%**

said they would **share** something they had learnt with a friend or family member

**STEREOTYPES**

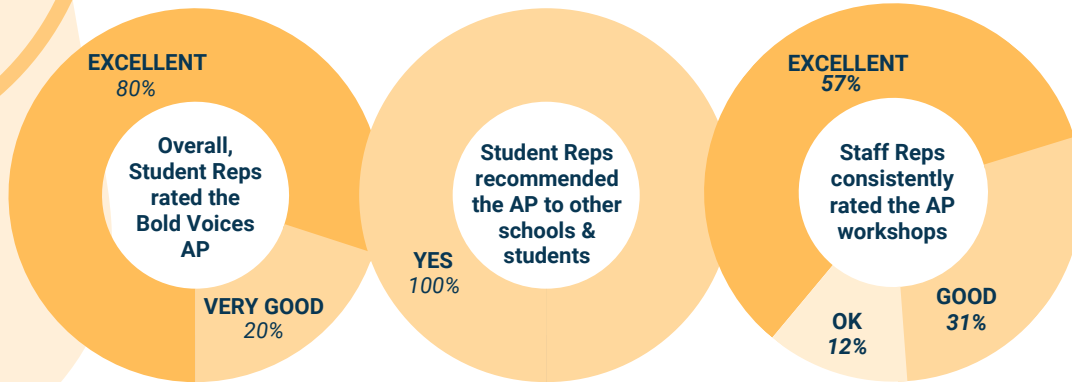


# AMBASSADOR PROGRAMME

The Ambassador Programme 2022-23 saw over **150 Reps** from **19 schools** join together to learn about, discuss and tackle gender inequality and gender-based violence in their local communities.

*"The **Ambassador Programme** has been **enriching** for both the students and staff involved. The students have not only learnt about gender inequality and gendered violence, but also the **key skills** needed in order to **plan, produce and maintain a project** within a school."*

**Staff Rep, 2022-23 Cohort**



**We asked Student Reps what change they created in their school & how that impact felt.**

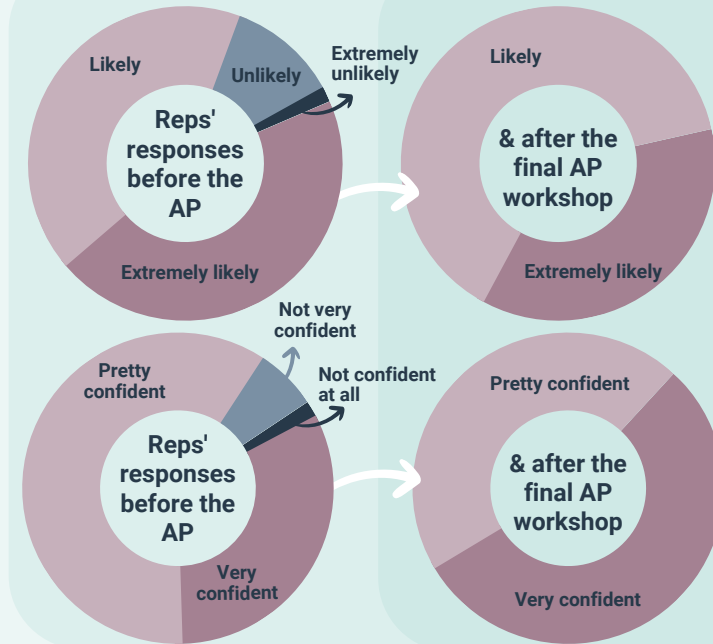
"I truly believe we've started a **shift in attitudes**. It doesn't mean that students didn't *want* to change, but we provided a **voice** and **model** to show them they can **speak out** and they aren't alone."

"I think we are a **start for change to come**, as Bold Voices is running in our school, later years will have **opportunities** to feel as **supported** as I have at the sessions, and to make **continuous change**."

"We have created a **legacy** for others to feel like they shouldn't stay quiet. It feels amazing to know maybe I've helped at least one person to know that **they are not alone** and **can speak up**."

## STUDENT REPS

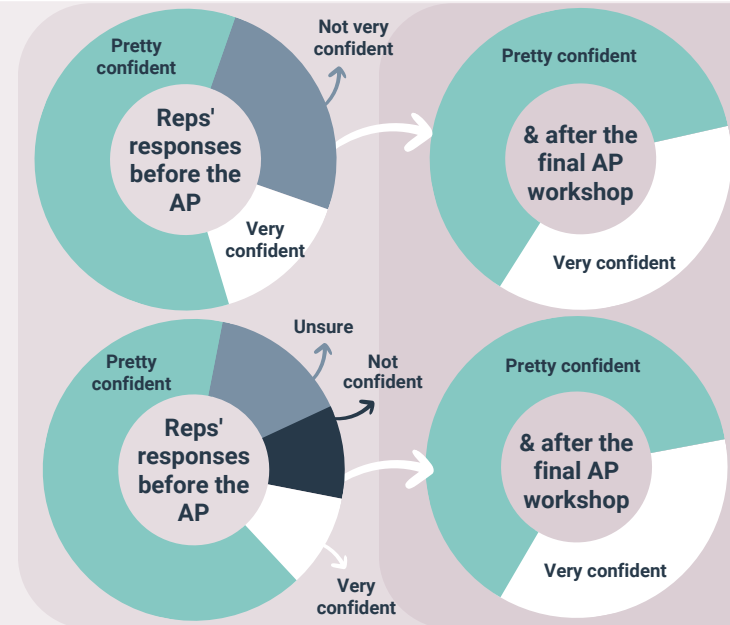
We asked Student Reps how likely they would be to **engage in conversations** about the unique experiences of gender inequality that people with different identities to them experience



We asked Student Reps how confident they would feel **organising a project** to raise awareness for a specific gendered issue in school

## STAFF REPS

We asked Staff Reps how confident they would be **recognising gendered issues** students are facing in school



We asked Staff Reps how confident they would be **defining a culture of gender-based violence**

[DOWNLOAD THE AP 2023-24 INFO PACK](#)

[READ FULL AP IMPACT REPORT](#)



# CAMPAIGNS

## 16 Qs For 16 Days

For **16 Days of Activism 2022**, we tackled 16 Big Qs that we get asked every day. *It's important to note that these are **big** questions, and our responses are by **no means** exhaustive.*

# IWD 2023

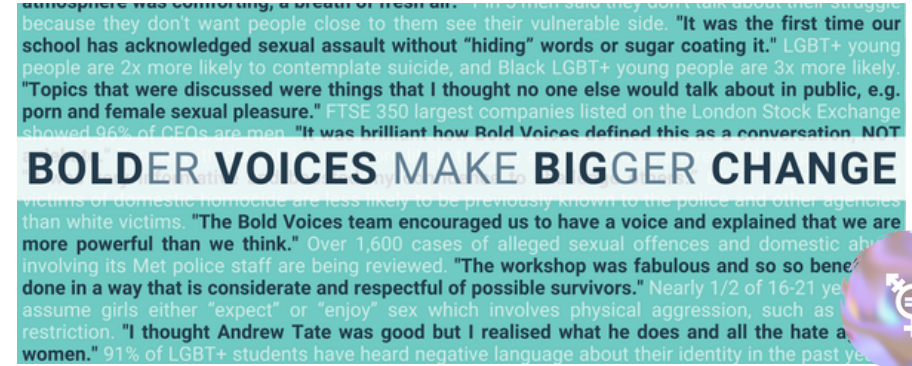
## The Gender of Power

For **International Women's Day**, we created a free guided lesson for educators in our community. ***The Gender of Power*** is designed to start conversations about gender inequality in your classroom by exploring gender stereotypes and their relationship to power.



On **IWD**, we always like to take the opportunity to say **thank you** to our incredible community of students, educators, and schools for everything they do in supporting **Bold Voices** and our work.

This year, our postcard highlighted key **statistics** that indicate the need for our education and **testimonies** from students participating in our workshops that have stood out over the past year. **Click to read these in full.**



Click on the questions to read more...

# BEYOND OUR EDUCATION

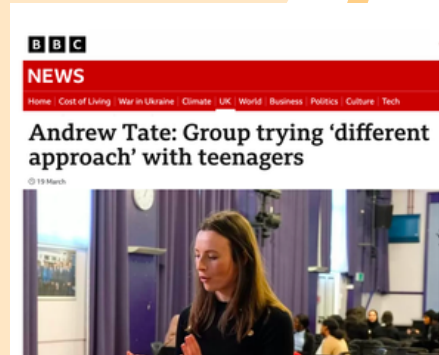


Beyond the classroom, it's been a busy year speaking at conferences, networking and collaborating with our partners...

This year, the **Bold Voices** team have been delighted to support the following schools, trusts and organisations in a variety of ways, including **keynote talks, panels, Q&As, workshop delivery and more...**

## FEATURES

Check out all our media & news features on our website [here](#)



## OUR PARTNERS

We've worked with **Beyond Equality** through toolkit sharing and events



We're proud partners of **Sex Education Forum** and **EVAW** partnership.



We've trained two new cohorts at **Be Her Lead**

Be Her Lead



...and collaborated on training with **Split Banana**



Click on the features to read more...