

# Misogyny, Masculinity and Sexual Harassment

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How to identify systemic bias, tackle misogyny and create a truly inclusive culture

Wednesday 4th June 2025

Virtual Masterclass



Peter Radford

*Teacher, trainer and author*

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## OUTLINE

As humans we have an unconscious tendency to gather with people who are like us. When groups of similar people with similar biases form organisations, schools or businesses, then those biases get 'baked into' the culture of the organisation. They become systemic. Historically, most of our organisations were set up and led by males – leaving a disparity that unfairly disadvantages women.

This training explores how to create an inclusive, welcoming workplace culture that enables all staff to thrive and succeed. It also provides opportunity to unpick cultural and moral ideals/norms around the issues of gender and sex that continue to perpetuate inequality in society and undermine human value. Women and girls everywhere continue to be treated prejudicially, sexually harassed and abused. In order to properly address this, it is essential that all staff begin to notice and address their own unconscious bias and know how to challenge sexist behaviour and assumptions in the workplace.

This training is a fascinating and challenging wake up call to proactively counter the culture that fosters inequality and abuse.

## KEY LEARNING OUTCOMES

You will:

- Understanding unconscious bias and systemic sexism
- What sexual harassment is and how to address it
- Masculinity and awareness of online influences
- What consent really means
- Developing an organisation-wide approach to misogynistic behaviour
- How to empower female staff to deal with misogyny
- Discuss and challenge the effects of pornography
- Recognising and addressing both low level and overt misogyny
- Becoming anti-sexist: implications for policy and practice
- Male privilege and how to create equitable systems
- A rights-based approach to working
- The 10 principles of anti-discriminatory practice
- What you can do as an organisation to effect change & promote a fairer working culture.

## WHO SHOULD ATTEND

HR staff, Senior Line Managers, team leaders and anyone with HR responsibilities.

## FACILITATOR

Peter is an experienced public speaker, teacher, trainer and author of Love Teaching Keep Teaching. He has a wealth of experience of leadership, personal development and education. Peter founded Beyond This to work with schools in equipping students for the adventure of life and work and helping leaders and teachers to develop the strategies and momentum to transform education and grow ground-breaking schools.

Peter has worked in education for over 25 years and has particular experience in effecting change at a whole school level through addressing systems and mindsets that stifle progress. As a youth leader, teacher, middle leader, senior leader and coach he has expertise and hands-on experience in drawing the best out of people within the challenging context of education.

Peter is accredited with the GC Index, a ground-breaking assessment tool that enables people to find and make their best impact. Peter has led two schools to achieve the Unicef Rights Respecting School Award. His Free & Equal? national human rights conferences for secondary and sixth form students have reached tens of thousands. He now speaks and runs workshops for students and staff around the country inspiring change.



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## VIRTUAL PROGRAMME

09.55am REGISTRATION

10.00am **Unconscious Bias & Systemic Discrimination**

- The 3 types of bias
- Identifying your blindspots
- The process of discrimination
- The 4 ways to deal with unconscious bias

11.00am **COMFORT BREAK AND VIRTUAL NETWORKING**

11.15am **Gender, Sexism and Harassment**

- Gender stereotypes and sexism – what are we perpetuating?
- Sexual Harassment, Sexual Assault and how to address it
- Understanding consent
- Facing up to the reality of misogyny in your workplace

12.45pm **LUNCH BREAK AND VIRTUAL NETWORKING**

1.15pm **Masculinity, Male Privilege and Online Influence**

- Masculinity, Power and Porn
- Recognising my blindspots as a man
- Valuing diversity and challenging anti-male reactionism
- Language, assumptions and dialogue

2.00pm **COMFORT BREAK AND VIRTUAL NETWORKING**

2.10pm **The Implications**

- The 10 principles of anti-discriminatory practice
- Building equity into everyday good practice
- Becoming anti-sexist: values & messaging.
- Roadmap to whole organisation improvement

3.00pm **Open Forum and Moving Forward**

3.15pm **CLOSE OF DAY**

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### Virtual Masterclass

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#### Venue

This is a virtual conference, with private login details to further online resources and interactive content. Log in details will be sent one week before the event.

#### Date

Wednesday 4th June 2025

#### Virtual Fee

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