

Gender Stereotypes



Gender Stereotypes and Equality

Purpose

To understand gender diversity and challenge gender stereotyping and prejudice.

Entrance of Pupils

A thought provoking slideshow introducing the theme of Gender Stereotyping for the pupils to enter assembly to (10 minutes)

Introduction

What is Gender?

Gender describes the different ways in which society refers to sexual differences. Traditionally, this used to be referred to as male and female / boy or girl / man or woman.

Recently, more terms have been introduced to describe those people who identify as 'gender fluid' or as 'transgender'.

Gender Fluid

This term is used by people who do not identify as being specifically male or female or who feel they move between feeling more male or more female at different times.



Transgender

This relates to people who were born as one gender, but identify as another. For example someone might have been born as female, but consider themselves male.

It is crucial that all aspects of gender are treated with the same dignity and rights as each other. This means that those who identify as female, male, gender fluid and transgender have absolutely equal rights.

What is a Stereotype and Why are they Dangerous?

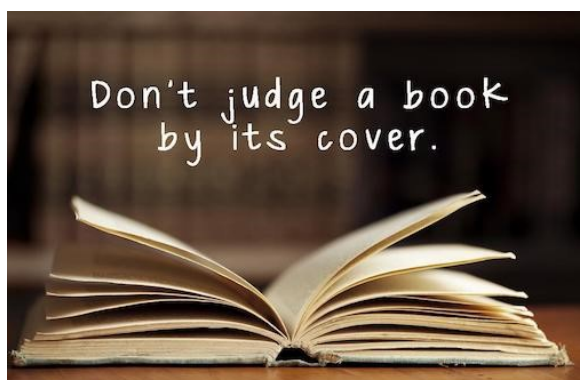
A stereotype is a mistaken idea or belief that some (or even many) people have about a person or group based only on how they look on the outside.

Stereotypes are often totally untrue. It can be positive or negative.

For example, some common stereotypes are that Asians are better at maths than others or African Americans have a greater athletic ability than other races. Whilst this may feel positive to that race, it is not necessarily true.

Stereotyping people is a form of PREJUDICE which is an opinion (usually an unfavourable one) formed without reason, evidence or experience. This usually leads to DISCRIMINATION which is an action based on prejudice.

These aspects are dangerous because they change how a person is thought of and treated by making a judgement on how someone looks—and look can certainly be deceiving!



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Take a look at the following pictures;

Which of them would you guess was the most dangerous?



Ted Bundy confessed to 30 murders



Osama Bin Laden is responsible for genocide

Which of the two men below is Lazlo Biro who invented the ballpoint pen and which is Adolf Eichmann who was a Nazi war criminal responsible for millions of deaths in gas chambers?



Adolf Eichmann



Lazlo Biro



Long Held Gender Stereotypes

Upbringing

Many people first learn about stereotyping from their upbringing. Some people believe that some books, toys, television programmes and games are more suitable for one gender rather than another.

Often we do not even realise that we have these beliefs.

Look at the following toys.

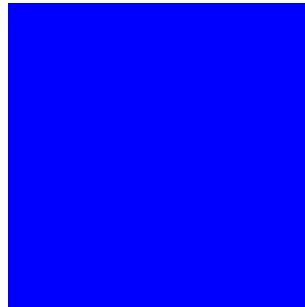
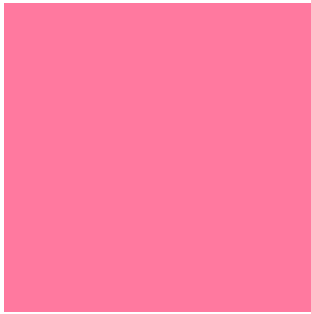
Which do you think of as 'girls' toys and which do you think of as 'boys' toys:



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Which gender do you associate with these colours?



Have you ever wondered why?

Expectations of roles in school

The same can be said in school. It is often said that boys are better than girls at Maths and Science, whilst some think of cooking and drama as 'girls' subjects.

Is this true? What do you think?

We even discriminate in sports:



Are there any valid reasons for this?



Expectations for Future Roles

Gender stereotyping can change how we think subconsciously, that is, mould our beliefs and expectations of ourselves without us even realising it. This can limit our career choices and lead us to settle for second best.

Look at these statistics:

- ⇒ In engineering jobs, 80% are male
- ⇒ In nursing, nearly 90% of nurses and health visitors are female.
- ⇒ In the Armed Forces 90% are male
- ⇒ In primary schools, 15% of teachers are male
- ⇒ In secondary school 36% of teachers are male
- ⇒ In secondary schools 66% of Headteachers are male.

What changed gender stereotypes in the past?

The Second World War was the catalyst for many changes to role. Because so many of the able bodied men were away fighting in the war, their jobs had to be taken by women. Not only did women have the opportunity to prove their ability but they also changed what they wore and their role within the family.



How have Gender Stereotypes affected Careers and Pay?

In many careers, men have traditionally been paid more than women for doing the same job. Following the Sex Discrimination Acts of 1974 and the Equality Act of 2010 this is now illegal but there are still many examples of where this discrimination still exists.

Perhaps the most dramatic example of this is in sport.

In football, the most expensive transfer was Neymar who was transferred from Barcelona to Paris Saint Germain for £198 million in 2017. Gareth Bale holds the record for the most expensive UK player (Wales) at £86 million transfer cost from Spurs to Real Madrid in 2013.

In comparison Ada Hegerberg of Norway (and plays for Olympique Lyonnais) was the highest paid female soccer player in 2019 with an annual income of £343,000 per year. Compare this with the best paid male player, Lionel Messi who received 326 times this amount in the same year—£112 million a year.

What reasons do you think lie behind these pay differences in sport?

In a survey held in 2019, suggested that there was a pay gap of nearly 12% between men and women. That means that on average, each male was paid 12% more than a female for doing the same jobs as each other. In the USA this gap is even wider at 18%.

Whilst this is not true in every job or career it does suggest that there is still a problem in equality of pay.



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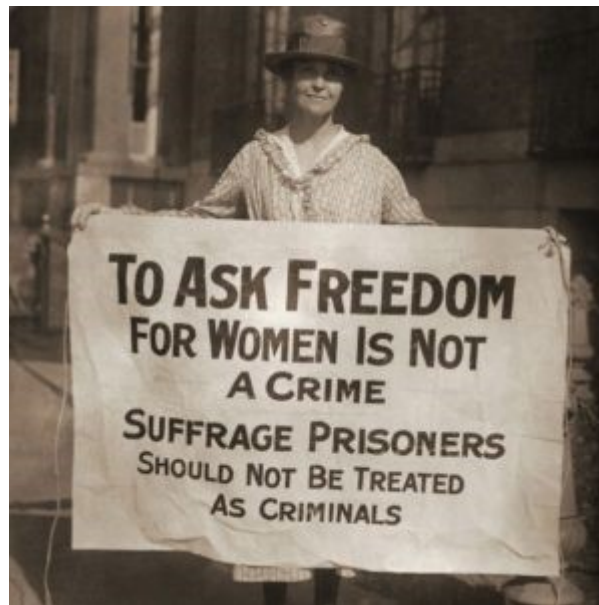
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How Do We Change This Discrimination?

Feminism

This is the belief that men and women should have equal rights and opportunity and includes organised activities on behalf of women's rights.

Many people think that this movement only started in the 20th Century when women fought for the right to vote (Suffragettes) but in fact it can be dated right back to the 3rd Century BCE.



What does the Law say about Gender Discrimination?

The Equality Act of 2020 says that you must not be discriminated against because:

- ⇒ You are (or are not) a particular sex
- ⇒ Someone thinks you are a particular sex (this is known as discrimination by perception)
- ⇒ You are connected to someone of a particular sex (this is known as discrimination by association)



Exceptions

Some jobs are exceptions to these laws because it is believed that there are good and fair reasons why only one gender can take on the role.

For example:

- ⇒ An orthodox synagogue (Jewish Place of Worship) is allowed to advertise for a male only Rabbi and similarly a Catholic priest can only be male
- ⇒ In schools, a PE Teacher position can advertise specifically for a male or female because of the need to be around specific changing rooms.

Do you agree with this?

Quotation

One of the leading speakers for gender equality is the actress Emma Watson:

'I'm willing to be seen

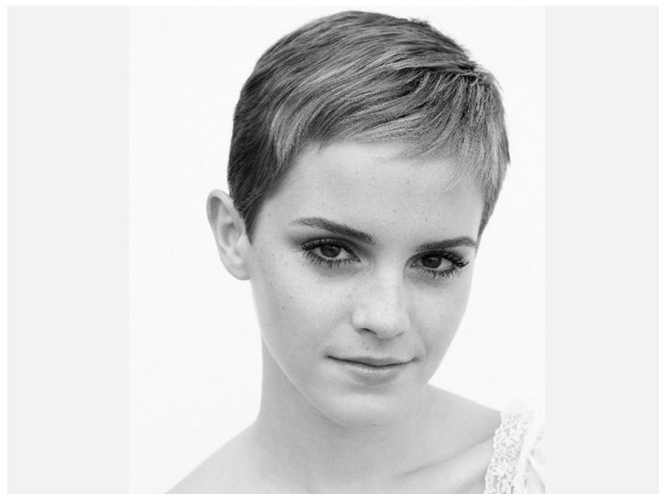
I'm willing to speak up

I'm willing to keep going

I'm willing to listen to what others say

I'm willing to go to bed each night at peace with myself

I'm willing to be my biggest, best, most powerful self.'



The Bible Says:

'The second most important commandment is this:

'Love your neighbour as you love yourself.'

Mark 12:31

'So there is no difference between Jews and Gentiles...between men and women; you are all in one union with Christ Jesus.'

Galatians 3:28

Let's Pray

Dear Lord

Help us to remember that you made each of us equal but different. Let us respect the dignity of all humans.

Amen

Putting It Into Practice

Debate 1

Hold a debate in class on the following motion:

'We believe that girls are better than boys at some subjects'

An equal number of pupils should be on each side—for and against. One pupil should act as Chair person and ensure both sides have equal time to put points forward.

Remind pupils that it is a 'higher order skill' to be able to argue for a point of view that privately you don't really support.

Exit of Pupils

A thought provoking slideshow of the key issues raised in the assembly about the theme of Gender Stereotyping for the pupils to exit assembly to (10 minutes)



Collective Worship and Putting it into Practice for the Rest of the Week

Day 2

Dear God

Thank you for all those who have given their life to try to ensure equal rights for all.

Amen

Debate 2

'We believe that single sex schools are a good idea.'

Day 3

Dear God

We pray that you send the Holy Spirit to give us strength when we need to stand up for something that is right but is being challenged by others.

Help us to avoid the temptation to go with peer pressure if we think those around us are being unfair or unjust.

Amen

Debate 3

'We believe that women in the Armed Forces should not be involved in combat.'



Day 4

Dear God

You gave us the gift of free will. Help us to think carefully about issues so that we can use this gift thoughtfully and with discernment.

Amen

Debate 4

'We believe that male sports people should be paid equally as female sportswomen in the same sporting field.'

Day 5

Dear God

Help us to listen to the point of view of others. Let us try to understand others and , if we disagree with them, find persuasive and thoughtful ways of expressing our opinions.

Amen

Debate 5

' In some religions including Orthodox Judaism, Catholicism and Orthodox Islam, women cannot become rabbis, priests or imams.

We believe that this should remain the case.'

