



LIFTING LIMITS

Gender equality in and through education

Smashing Stereotypes in the Early and Primary Years

Kirsty Ruthven
Head of Education



Gender Champions who felt confident or very confident...

...explaining the impact of gender stereotyping on children's lives and education to colleagues

Before: 30%

After the training: 94%

...addressing sexist language from colleagues

Before: the training: 50%

After the training: 88%



**There shouldn't
be 'girls jobs' and
'boys jobs'.**

**When people say you
won't be good at stuff
when they don't even
know you.**

**That boys are better at
maths and girls are
better at writing,
everyone can get good
at things with practice.**

**Stereotypes aren't
fair, they might stop
people from treating
you fairly and giving
you a chance.**

Why do (gender) stereotypes matter?

**“IT’S A GENERALISATION OF EITHER
GENDER IN A CERTAIN KIND OF WAY.
SO IT’S LIKE FITTING A GROUP OF
PEOPLE INSIDE A BOX THAT THEY DON’T
NECESSARILY FIT IN.”**

(Boy, Year 6)



**Have you felt that you have
been placed in 'boxes' at any
point in your life?**

Identity



Why do (gender) stereotypes matter?

Mental health and wellbeing

Bullying

Gender pay gap

Subject choices

Physical health

Play choices

Appearance

Sexism and sexual harassment

LGBTQ+

Caregiving

Binary

Violence

SEN

Careers

- Gender stereotypes are harmful for everyone – as individuals and across society

Subjects, careers and aspirations

“Holding biased assumptions and having narrow aspirations can, and does, go on to influence the academic effort children exert in certain lesson, the subjects they choose to study and the jobs they end up pursuing .”

Career-related learning in primary, 2019

“Efforts to broaden students’ aspirations, particularly in relation to STEM, need to begin at primary school. The current focus of most activities and interventions – at secondary school – is likely to be too little, too late.”

Aspires: Young people’s science and career aspirations, King’s College London, 2013



I love your dress; don't you look pretty!

Be brave, big boys don't cry



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...Engineers

Physicists...



Careers



... Nurses

G20 spouses...



G7 conference in Cornwall.....





...caring for the elderly



...caring for children



...main breadwinner



...multitasking



...practical



...blue jobs/ pink jobs housework



It is important that adults
learn, unlearn and relearn
to support the children that
they work with.

Professor Jayne Osgood (2020) *Gender from an early age*

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Remedy

Environments

**Language and
role of the
adult**

**Learning and
development**

Families

Any changes to topics or increased representation of men and women in non-stereotypical roles

- Farming school:
Our school works closely with Euston Estate where we visit the farm for educational trips to see animals, learn about farming and enhance our curriculum through outdoor learning. On a recent trip to the farm, one child asked “Is there girl farmers?” (girl, age 4). This sparked a great conversation for our Early Years children about being able to be involved in farming whatever your gender.



Any changes to topics or increased representation of men and women in non-stereotypical roles

- Countryside Week:

Each year at Barnham we have 'Countryside Week.' We host a range of outdoor activities linked with Euston Estate to celebrate our amazing countryside and teach the children about the types of jobs and experiences that are available locally. This time we asked if there were any female instructors to teach the shooting activities. We were in luck! We had a female instructor come in from BASC - British Association Shooting and Conservation. The children were so inspired and really enjoyed speaking to her about her job.





Name: Preet Chandi

Occupation: Army Officer,
Physiotherapist, Nordic
Skier, Ultra-marathon
Runner, Endurance Athlete

Nickname: Polar Preet

Latest News: I recently completed a solo, unsupported expedition to the South Pole. This involved me travelling 700 miles, pulling a pulk (sledge) with all of my kit, battling temperatures of up to -50c and wind speeds of up to 60mph. This journey took approximately 45 – 47 days.

Preet Chandi Word Bank

Antarctic explorer

army officer

adventurer

expedition

British

Sikh

South Pole

pulk

sledge

equipment

snow

blizzard

alone

training

dedicated



Outwoods Primary
10th February

Dear Preet,
We have been learning about Antarctica and we loved it so we loved your video even more. It was incredibly how you climbed the squelchy mud hill because it looked so slippery. How did you make it to Antarctica?

Pretty please with a cherry on top answer my letter.
You're such a brilliant explorer. Did you hear any penguins? How did you walk that long? It was incredible!

From Tahira

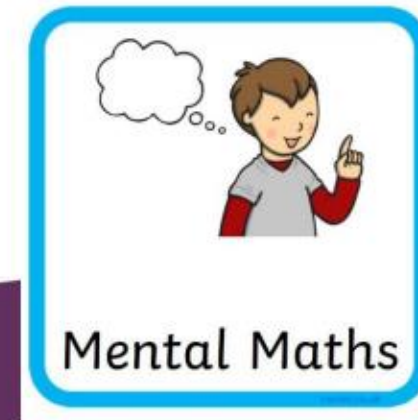




A super letter ~~is~~ lhp ✓
DS

Displays- Visual Timetables

We noticed that published resources such as Twinkl reinforced gendered roles by showing boys doing PE and Maths and girls doing cooking.



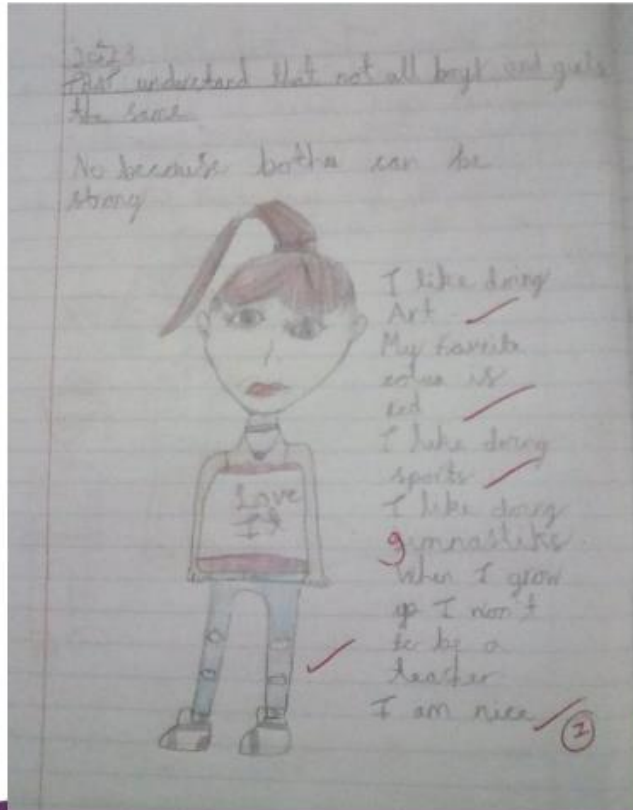
‘It can be hard to challenge your colleagues. It helped that we all had the training together. If we noticed something being said that was endorsing gender stereotypes, we might say, ***‘oooh, that’s not very Lifting Limits!’*** to each other. It is a supportive way to make sure we all have the same approach and the language we use is consistent and effective’

Room Leader, Nursery

In classrooms we have ensured books are displayed with characters that break gender stereotypes.



Year 3 looked at different stereotypes and how you can break them.



Men shouldn't cry.	Anyone can cry if they want to because everyone has their own problems.
All disabled people are sad.	Everyone can feel sad when they need to.
Women are better cooks than men.	Anyone can be a good cook.
Old people don't understand computers.	Computers can be tricky to understand.
Teachers are mean!	Teachers work hard and need patience.
All French people eat snails and all onions.	Anyone in the world can eat snails and all onions.
Boys are better at sport than girls.	Anyone can be good at sports.



YEAR 3 AND 4 TRIP TO MANCHESTER AIRPORT OCTOBER 2022

- Careers – all children were able to imagine themselves in a role of their choice without gender bias.
- Female pilots, male flight attendants, female fire marshals.



World Book Day 2023 Little People, Big Dreams

**FEMALE SCIENTISTS, SURGEONS,
FOOTBALLERS, WRITERS, SUFFRAGETTES,
ENVIRONMENTALISTS, ROSIE THE RIVETER,
ELVIS AND ROALD DAHL!**



QUESTIONS?



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