



MIXED CORPORATE EMPOWERMENT THROUGH SELF-DEFENCE & UNDEFINING MASCULINITY WORKSHOP

In order for Violence Against Women and Girls & the social norms that support it to be tackled within our communities a Whole Community Approach is needed that includes engaging, educating and empowering boys/men as allies and active bystanders. Action Breaks Silence recognizes the pressure boys/men are under to conform to gender norms and the impact this has on their mental health and wellbeing. Undefining masculinity will not only be beneficial to boys and men but will improve the lives of girls and women.

Violence in the United Kingdom:

- 1 in 5 young people are exposed to physical violence (a greater proportion are female)
- 1 in 5 women in the UK will be raped in her lifetime
- UK police recorded over 16,000 crimes committed against people because of their sexual orientation or gender identity.
- 9 women and girls are raped every hour of every day - approximately 85 000 per year
- Approximately 90% of those who are raped know the perpetrator prior to the offence.
- It is estimated that less than 15% of rapes are reported and that conviction rates for rape are far lower than for other crimes - only 5.7% of reported rape cases end in a conviction for the perpetrator.
- One in three women experience abuse in their lifetime
- 61% of 18-24-year-olds feel UK society expects a man to
- "Man up" when faced with a challenge
- 25% of young women (aged over 13) experience physical violence and 72% experience emotional abuse in their own relationships
- 2 in 3 (67%) 18-24-year-old men believe they are pressured
- to display hyper-masculine behaviour
- 1 in 5 young people are exposed to physical violence

About Action Breaks Silence:

Action Breaks Silence is an educational charity, established to create a world free from the fear of Violence Against Women and Girls (VAWG) and the threat of such violence. To achieve this, a multi-pronged approach is adopted and actioned through the delivery of the Action Breaks Silence Community Intervention in schools' settings.

Our Founder and CEO, Debi Steven has worked alongside an international community of activists, academics and youth to design the Community Intervention aimed at profoundly changing the narrative on VAWG. A "Whole Schools Approach" (developed by AVA) is used to engage, educate and empower "all members of the school's community, including school governors, senior management, staff, students and parents" to end VAWG in schools and the surrounding communities.

The Action Breaks Silence Community Intervention which tackles sexual harassment and sexual violence also includes strategies to address gender equality and toxic masculinity that underpin this behaviour. The design and delivery of the intervention is guided by the Social Norms and Active Bystander Theories.

Action Breaks Silence was registered as a charity in the United Kingdom in 2014 and became a recognised NPO in South Africa in January 2017. Action Breaks Silence became a registered Indian NGO in 2021. All funds raised from this workshop will enable us to continue to deliver our community interventions, free of charge, at disadvantaged Primary Schools in London. Since 2013, Action Breaks Silence has engaged, educated and empowered over 100,000 beneficiaries in the UK, South Africa, India and the Dutch Antilles.

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The Workshop aims to:

- In the long term, prevent abusive and violent behaviour against women and girls
- Break down the myths around violence against women and girls and "stranger danger"
- Dispel the "monster myth" and understand who the real perpetrators are
- Empower participants to own their bodies and explore their dynamic strength both mentally and physically
- Build confidence in their own individual capacities and unleash their "inner warrior"
- Reframe victimisation and fear
- Educate around fear, the adrenal dump and verbal diffusion skills
- Identify target points on the perpetrators body and resistance strategies
- Discuss gender stereotypes and develop a belief in gender equality
- Build empowerment to express oneself emotionally, create healthy self-esteem, and develop confidence
- Raise awareness to what a healthy relationship looks like whilst identifying aspects of an unhealthy relationship
- To understand the meaning of consent and its importance
- Give participants a safe space to talk about their experiences with masculine pressures
- Provide a fun and aspirational learning environment for men and boys
- Provide positive role models that champion gender equality and showcase healthy masculinity

Venue Requirements:

An empty, medium-sized meeting room with sufficient space. A larger venue is required for groups of more than 40 participants. No fitness requirements necessary. We require participants to advise us of any medical condition they feel may require consideration during training. All participants are required to sign an indemnity form. Action Breaks Silence will provide all necessary training equipment such as focus mitts. Participants are required to wear comfortable clothing and exercise shoes. Please email sheena@actionbreakssilence.org to get a personalised quote. The workshop is between 3-4 hours in duration, depending on the number of participants.

Costing and Timing:

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| ▪ £1,500 (minimum charge) | up to 20 employees | Duration 2 hours |
| ▪ £2,500 | up to 40 employees | Duration 2 - 2.5-hours |
| ▪ £3,600 | up to 75 employees | Duration 3 - 3.5 hours |

About Action Breaks Silence:

Founder & CEO, Debi Steven All workshops are designed by Action Breaks Silence Founder, Debi Steven. As a survivor, Debi is driven by the belief that all girls and women should live a life free from the fear of sexual violence. She holds a master's degree in Women and Child Abuse from London Metropolitan University and has worked in South Africa, India, the United Kingdom and Curacao delivering Train the Trainer workshops and teaching individuals, schools, universities and blue-chip companies. Debi won the European Diversity Award for the most Inspirational Role Model and was voted as one of the Top 100 International Trailblazers. Action Breaks Silence won the National Diversity Award for Gender in the United Kingdom.