

## Unit 1: Resource a)

## Citizenship: Resources

### Votes for women! Key events up to 1928

Year	Evidence of women's participation in politics
1500s	Women were not technically prohibited from voting in elections and widows of peers did so occasionally. For a time, the boroughs of Aylesbury and Gatton were controlled by women. However, convention and propriety rather than the law prevented most women from voting.
1620	Sir Edmund Ludlow censured in Hindon election for submitting signatures from various women. Dean of Westminster accused of allowing voices of women and others to carry borough election.
1621	Protests were made when women arrived to cry out their choice for the Westminster election.
1626	Margery Batty and Mary Wakefield voted in the Knaresborough election.
1628	Sir Henry Slingsby barred from using the votes of eight widowed burgage-holders in Knaresborough.
1640	Elizabeth Crayford and Agnes Tarry, widowers, voted in a Wiltshire parliamentary election. Suffolk women were barred from voting, however, and Worcestershire ones protested against.
1695	'A Serious Proposal to the Ladies' made the case for higher education for women.
1700s	Appearances of women in the Commons gallery was not unheard of, though rare, and usually by special agreement of the Speaker. They tended to be aristocratic ladies.
1732	Speaker of the House of Commons allowed women into the gallery to witness a specific debate.
1739	A group of at least a dozen ladies forced their way into the gallery of the House of Lords, which was taken down a few years later.
1768	Lady Holland conceded that it was fashionable to attend Commons debates after being invited to one.
1778	Nearly 60 women were present in the Commons gallery for a debate. Women were routinely excluded from House of Commons hereafter, following a commotion.
1780	General election: impact of American revolution, claiming 'no tax without representation'.
1784	General election: Whig leader Fox relied on canvassing support from a number of notable ladies to help retain his seat in the Westminster constituency election against royal and Tory designs. The Duchess of Devonshire was famously accused of exchanging kisses for votes!
1792	Mary Wollstonecraft's A Vindication of the Rights of Woman published.
1819	First female reform societies formed in textile areas. Peterloo massacre; members of the Manchester Female Reform Society accompanied radical preacher Henry Hunt to the platform.

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Year	What did the government do?	What did campaigners do?
1832	The Great Reform Act banned all women from voting in parliamentary elections.	Mary Smith presented first petition for women's suffrage to Parliament: for spinsters to have say.
1835	Municipal Corporations Act excluded women from town council elections.	
1838		The 'Chartists' drew up their Charter for electoral reform; most large towns had female sections – over 3,000 members in Birmingham.
1842		Two Chartists attempted to establish a Female Chartist Association.
1851		Sheffield Female Political Association formed. Its 'Address to the Women of England' was the first English petition to demand women's suffrage.
1852		Emma Oliveira secured her husband's election as MP for Pontefract through active campaigning, but also her corrupt use of funds to buy support.
1858		Lady Emily Foley played a key role as electoral patron in her brother's unopposed election.
1866		The first mass women's suffrage petition was sent to the House of Commons.  Suffrage societies were set up and used petitions and meetings to try to win support (LPPC, EWC).
1867	John Stuart Mill made unsuccessful amendment to the Second Reform Bill.	EWC renamed LNSWS; MNSWS, NSWWS and ENSWS formed.  Lily Maxwell voted in Manchester by-election following a clerical error.
1868/9	Municipal Franchises Act allowed women to vote in local elections.	BNSWS and BWNSWS formed. MNSWS held first public meeting on women's suffrage.
1870	Married Women's Property Act allowed married women to own their own property.  Education Act allowed women to vote and stand in school board elections.	
1871		NSWS organised 2,000 signatures in favour of women's suffrage to be read out in Parliament.  Central CCNSWS and CNSWS set up in London.
1875	Women allowed to vote for and stand as Poor Law Guardians.	ENSWWS sent a petition of 16,678 signatures to Parliament supporting women's suffrage.
1880	Isle of Man granted women's suffrage in an amendment to the Manx Election Act.	

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Year	What did the government do?	What did campaigners do?
1882	Women's Property Act extended, giving women complete control of their property.	
1883	Primrose League set up to support Conservatives; included female activists.	Cooperative Women's Guild founded.
1884	Third Reform Bill passed without addressing women's suffrage.	
1886	Women's Liberal Federation set up.	
1888	County Council Act allowed women to vote in county and borough elections.	Women's Trade Union League secured first equal pay resolution at TUC. Bryant and May match workers went on strike.
1889		Women's Franchise League formed (WFraL).
1891		WEU split from WFraL.
1894	The Local Government Act was passed, allowing women to vote in county and borough council elections.	
1896	Parliamentary Franchise extension bill backed by CNSWS and CCNSWS defeated.	UPS formed from within WFraL (dissolved 1903).
1897		The National Union of Women's Suffrage Societies (NUWSS) set up, led by Millicent Fawcett, uniting 17 women's suffrage societies.
1900		CSWS formed (renamed LSWS, 1907).
1901-2		Women factory workers presented a petition to Parliament with 66,835 signatures.
1902		Women textile workers presented a petition to parliament with 37,000 signatures.
1903		The Women's Social and Political Union (WSPU) set up in Manchester, led by Emmeline Pankhurst.
1905		WSPU adopted 'Deeds not Words' motto. Christabel Pankhurst and Annie Kenney sent to prison after disrupting an election rally. The word 'suffragettes' was used for the first time to describe militant campaigners.
1906		WSPU moved HQ to London and raised profile. National Federation of Women Workers formed.

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Year	What did the government do?	What did campaigners do?
1907	<p>A bill for women's right to vote was introduced to Parliament but failed to pass.</p> <p>Herbert Asquith, an anti-suffragist, became prime minister.</p> <p>The Qualification of Women Act allowed women to be elected onto borough and county councils, and as mayors.</p>	<p>76 suffragettes arrested when they tried to storm the Houses of Parliament.</p> <p>Scotland's first suffrage procession, Edinburgh.</p> <p>LSWS formed in NUWSS reorganisation.</p> <p>NUWSS 'mud march' through London of over 3,000 women.</p> <p>WFL split of one in five women from WSPU.</p>
1908		<p>250,000 women's suffrage supporters gathered in Hyde Park on 'Women's Sunday'.</p> <p>The Women's Anti-Suffrage League formed.</p>
1909	<p>Trade Boards Act attempted to fix minimum wages for exploitative 'sweated' trades.</p>	<p>The Women's Tax Resistance League formed; members refused to pay taxes without the vote.</p> <p>National Federation of Women Workers exposed evils of female-dominated sweated trades.</p> <p>Marion Wallace Dunlop went on hunger strike.</p> <p>Men's League for Opposing Woman Suffrage formed.</p>
1910	<p>Conciliation Bill to give the vote to one million women who owned property passed by Commons but failed to become law.</p>	<p>300 suffragettes marched to Parliament, where they were beaten and arrested by police. This is known as 'Black Friday'.</p> <p>Men's and Women's leagues joined to form the National League for Opposing Woman Suffrage.</p>
1911	<p>Asquith announced a bill that gave all men the vote.</p> <p>Second Conciliation Bill defeated.</p> <p>Suffragettes labelled as second division prisoners, meaning worse treatment.</p>	<p>Coronation march of 40,000 women.</p> <p>Suffragettes organised a mass window-smashing campaign and started to organise arson attacks.</p> <p>CWSS formed.</p>
1912	<p>The Parliamentary Franchise (Women) Bill (Third Conciliation Bill) was introduced and defeated by 222 to 208.</p>	<p>NUWSS switched support from Liberals to Labour, after Labour Party committed support.</p>
1913	<p>The 'Cat and Mouse' Act introduced, which allowed authorities to release suffragettes on hunger strike and then rearrest them once they had recovered.</p>	<p>Emily Wilding Davison killed after stepping in front of the King's horse at the Derby.</p> <p>50,000 people from across the UK took part in a 'Pilgrimage for Women's Suffrage', concluding with a massive rally held in Hyde Park.</p>

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Year	What did the government do?	What did campaigners do?
1914	Outbreak of Second World War. Suffragette prisoners released and given amnesty in return for supporting the war.	Suffragettes suspended campaigns when war broke out. Five million women took up jobs. 'Suffragettes of the WSPU' form breakaway.
1915		First Women's Institute founded, in Wales.
1916	Prime Minister Asquith declared support for votes for women.	
1918	The Representation of the People Bill passed, allowing women over 30 to vote. The Parliamentary Qualification Act enabled women to stand as MPs.	Constance Markiewicz became first woman elected to Parliament, though she declined it.
1919		Nancy Astor became first female British MP.
1920	The Sex Discrimination Removal Act allowed women lawyers and accountants.	
1922	The Law of Property Act allowed husbands and wives to inherit property equally.	
1923	The Matrimonial Causes Act made grounds for divorce the same for women and men.	
1926	Women able to hold and dispose of property on same terms as men.	
1928	The Representation of the People Act passed, entitling everyone over 21 to vote.	

## Unit 1: Resource b)

### Recording sheet Suffrage to 1928

<p>When did the struggle for political rights begin?</p>	<p>When did women get the same right to vote as men?</p>	<p>Name five key change-makers. Why are they change-makers?</p>	<p>What actions (indirect and direct) were used and why?</p>
<p>Which actions would still be effective today? Which would not be effective today?</p>	<p>What happens to the change-makers' tactics over time? When were violent tactics first used?</p>	<p>What happened to the government's response over time?</p>	<p>What do you think are the turning points in the story? Why?</p>

## Unit 1: Resource c)

## Citizenship: Resources

### Gender equality: Key events 1928 to 2000

Year	What did the government do?	What did campaigners do?
1929	The first general election at which women are allowed to vote takes place. Women become 'persons' in their own right, by order of the Privy Council.	Margaret Bondfield is the first woman to gain a place in the British cabinet, as Minister of Labour.
1931		Nine female Conservative MPs elected.
1941	All unmarried women between the ages of 20 and 30 are called up for war work.	
1948		Florence Paton becomes first female Chair of Committee of Whole House (Labour).
1953		The London Society for Women's Suffrage re-named as The Fawcett Society. It is the UK's leading charity campaigning for gender equality and women's rights.
1955	Legal reforms say that women teachers and civil servants should get equal pay.	
1958	The Life Peerages Act entitles women to sit in the House of Lords for the first time.	Baroness Swanborough, Lady Reading and Baroness Wootton first to take their seats.
1964	The Married Women's Property Act allows women to keep half of their joint savings.	
1965		Harriet Slater becomes first female Parliamentary Whip (Labour).
1968		Barbara Castle, Minister of Transport, becomes the first female 'First Secretary of State' (chief minister). Women at the Ford car factory in Dagenham strike over equal pay.
1969	The general voting age is lowered to 18.	
1970	The Equal Pay Act makes it illegal to pay women less than men for the same work.	First national Women's Liberation Conference. Betty Harvie Anderson becomes first female Deputy Speaker (Conservative).
1971		Over 4,000 women take part in the first women's liberation march in London.
1975	The Sex Discrimination Act makes it illegal to discriminate in work, education and training. The Employment Protection Act makes it illegal to sack a woman because she is pregnant.	Welsh women deliver the first ever petition to the European Parliament calling for women's rights.

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## Citizenship: Resources

### Gender equality: Key events 1928 to 2000

Year	What did the government do?	What did campaigners do?
1976	The Equal Opportunities Commission is set up.	
1977	International Women's Day formalised by UN.	Year-long strike at Grunwick's, London, for equal pay for women workers.
1979		Feminist Review journal founded. Margaret Thatcher becomes the first female prime minister.
1980		Women working at Hoover in Wales strike over plans to make women redundant before men. 300 Group pushes for equal representation in the House of Commons for women.
1981		Baroness Young becomes the first woman leader of the House of Lords.
1983		Lady Donaldson becomes the first woman Lord Mayor of London.
1985	The Equal Pay (Amendment) Act allows women equal pay for equal work.	
1986	The Sex Discrimination Act enables women to retire at the same age as men.	Women represented less than 5% of MPs until 1987.
1988		Julie Hayward is the first woman to win a case under the amended Equal Pay Act. Elizabeth Butler-Sloss becomes the first woman Law Lord as an Appeal Court Judge.
1990	Women are taxed separately from their husbands for the first time.	
1991		Opportunity 2000 is launched to push for more women in business and public life.
1992		Betty Boothroyd becomes the first female Speaker in the House of Commons. Women represent 10% of MPs.
1994		Rape in marriage is made a crime after 15 years of campaigning by women's organisations.
1997		The general election sees 101 Labour women MPs elected. Women now represent 20% of MPs. Joan Ruddock becomes first full-time Minister for Women.
1998		Ann Taylor becomes first female Chief Whip.

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### Gender equality: Key events 1928 to 2000

Year	What did the government do?	What did campaigners do?
1999	A new law on parental leave enables both men and women to take time off to care for children.	

## Unit 1: Resource d)

### Gender equality recording sheet

	Examples from the timeline
Greater equality in life in general	
Greater equality in work	
Greater equality in politics	
Similar campaigning tactics to the suffragettes	
Different campaigning tactics to the suffragettes	

## Unit 2: Resource e)

## Citizenship: Resources

### Gender equality: What's happening now?

Use two different colours to highlight:

- examples of what the government did
- examples of what campaigners/change-makers did

Then annotate your work with 'D' or 'I' to decide which campaigners' actions are:

- direct actions
- indirect actions

2001	Government introduces a bill to improve women's political representation.
2003	Fathers become entitled to two weeks' paid paternity leave.
2006	Margaret Beckett becomes the first female Foreign Secretary.
2007	The Equality and Human Rights Commission has its first meeting, after founding in 2006.
2007	The Forced Marriage (Civil Protection) Act comes into force to protect women from being forced or coerced into marriage, including being taken abroad.
2010	The Equality Act comes into force, replacing previous anti-discrimination laws.
2012	Laura Bates launches the Everyday Sexism Project online, encouraging women to describe incidents of sexism or harassment that they have experienced.
2012	Lucy Holmes starts a 'No More Page 3' petition to stop The Sun publishing topless photos of women.
2013	Succession to the Crown Act enables the eldest child to succeed to the throne regardless of gender.
2015	Sandi Toksvig and Catherine Mayer found the Women's Equality Party.
2016	The government lifts the ban on women serving in front-line combat.
2016	Laura Coryton launches an online campaign to end the 'Tampon Tax' on sanitary products.
2016	Nicola Thorp launches an online petition to make it illegal for employers to require women to wear high heels at work after being sacked herself.
2017	The #Metoo movement is launched after women accuse Hollywood producer Harvey Weinstein of sexual harassment.
2017	Close to 100,000 people take to the streets for the London Women's March.
2017	The government announces that £12 million from the 'Tampon Tax' will go to women's charities.
2018	The BBC's China Editor Carrie Gracie resigns because of pay discrimination over gender.
2018	Under equal pay legislation, companies with more than 250 staff have to report salary figures for men and women.
2018	Following a campaign led by Caroline Criado-Perez, the first statue of a woman, suffragist campaigner Millicent Fawcett, is unveiled in Parliament Square.

## Unit 2: Resource f)

## Citizenship: Resources

### Caroline Criado-Perez: a modern-day change-maker



#### Occupation:

Writer and journalist

#### Issues fought for:

Improving women's representation in the media, on bank notes and in Parliament Square. Ending online abuse of women.

#### Methods used:

Online petitions, letter-writing, Tweets, blogs, telephone calls, media interviews.

### Background

Caroline Criado-Perez was born in Brazil in 1984. Her mother was English and her father Argentinian. As a child, she lived in Spain, Portugal and Taiwan before going to boarding school in England. She started a degree in history at a London university but dropped out to train as an opera singer, paying for her lessons with various jobs. She finally decided what she really wanted to do in her twenties, taking an A-level in English literature and going to Oxford University to study English language and literature.

### Gender equality and The Women's Room

One day while researching an essay on gender in language, Caroline realised to her dismay that she had always associated words like 'lawyer' and 'doctor' with men. She described this moment as her 'feminist awakening'. She began a Master's degree in gender theory and started to blog and Tweet about issues affecting women.

In 2012, having heard male presenters on Radio Four's *Today* programme

interviewing all-male panels about contraception for teenage girls and breast cancer screening, Criado-Perez decided to take action to increase the number of women in the media. She founded The Women's Room, a database of female experts who are willing to speak to journalists about their subjects, along with Catherine Smith. More than 2,500 women have since registered.

### Women on bank notes

The following year, the Bank of England announced plans to replace Elizabeth Fry on the £5 note with Winston Churchill, leaving the Queen as the only female figure on bank notes. Criado-Perez felt that she had to act and began an online petition threatening to sue the Bank under the Equality Act. At first the Bank tried to dissuade her, but a new governor was appointed and soon after it was agreed that Jane Austen would appear on the new £10 note.

Unfortunately, Criado-Perez and other supporters suffered terrible abuse on Twitter after this, including threats of rape and death. She bravely spoke out

about it and two men eventually received jail sentences. Twitter also agreed to make it easier to report abuse on its site.

### The first statue of a woman in Parliament Square

In 2016, on International Women's Day, Criado-Perez was jogging through Parliament Square in London when she realised that all 11 statues in the square were of men. Infuriated, she got out her phone and launched another petition there and then. It demanded that a statue of a suffrage campaigner be added, to mark 100 years of women's suffrage.

After a year of Tweeting, emailing, phoning and letter-writing, the number of supporters had risen to nearly 85,000 (including Mayor of London Sadiq Khan, actor Emma Watson and author J.K. Rowling). The government agreed to fund a statue of suffragist campaigner Millicent Fawcett, Criado-Perez's first choice. Artist Gillian Wearing was chosen to create the statue and it was unveiled in April 2018.

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## Citizenship: Resources

### Caroline Criado-Perez: a modern-day change-maker



#### Questions

- Who or what inspired Caroline Criado-Perez to become a change-maker?
- What campaigning strategies has she used?
- What tools is Criado-Perez able to use that weren't available when the suffragettes were campaigning?
- Why do you think Millicent Fawcett was Criado-Perez's first choice for the statue in Parliament Square?
- Can you see similarities between the two women?
- What was the role of politicians in Criado-Perez's campaign?
- What difference do you think Criado-Perez's campaigns have made?

#### Glossary

**OBE:** An honour given by the Queen to an individual for playing a major role in society.

**Media:** Mass communication – television, radio, newspapers, the internet, etc.

**Parliament Square:** The square next to Westminster Abbey and the Houses of Parliament in London.

**Petition:** A written request for action, usually signed by many people.

**Tweet:** A message posted on the social media site Twitter.

**Blog:** A web page set up by one person or a small group for sharing views regularly.

**Feminist:** A person who believes in equality of the sexes and supports women's rights.

**Contraception:** A method or methods of preventing pregnancy.

**Screening:** Medical examination to check for a disease.

**Database:** A large amount of information stored on a computer in a systematic and accessible way.

**Elizabeth Fry:** A social reformer who dedicated her life to helping those in need.

**Jane Austen:** An English novelist, best known for writing *Pride and Prejudice*.

**Suffrage:** The vote.

**Millicent Fawcett:** A leading campaigner for women's suffrage and equal rights for women.

## Unit 2: Resource g)

## Citizenship: Resources

### Amika George: teenage activist and founder of the #FreePeriods movement



#### Occupation:

Student

#### Issues fought for:

Free sanitary products for schoolgirls from low-income families and ending shame about periods.

#### Methods used:

Research, online petition, emails, lobbying politicians, public speaking, peaceful demonstration, media interviews, writing articles.

Image: <https://people.com/human-interest/amika-george-end-period-poverty-goalkeepers/>

#### Motivation

Seventeen-year-old Amika was eating breakfast at her home in north London in March 2017 when she heard something on the news that made her jaw drop. A teacher in Leeds had contacted Freedom4Girls – a local charity that provides sanitary products to women and girls in Kenya – asking for supplies. The teacher was worried that girls were missing school regularly because they did not have the money to buy pads or tampons. Sometimes they used toilet paper, or even socks. According to Plan International, one in ten girls in the UK suffers from ‘period poverty’.

Amika was shocked to hear that girls in the UK were missing out on education because they were too worried or embarrassed to go to school without proper sanitary protection. The next day the House of Lords held its first ever debate on the subject. Referring to the news story, Baroness Burt of Solihull suggested that the government could give sanitary towels to girls who

qualify for free school meals. The day after, MP Greg Mulholland proposed a similar idea, initially supported by 13 other MPs. Justine Greening, then Secretary of State for Education, promised to look at the issue carefully.

#### Online petition

Determined to keep up the pressure, Amika researched into the subject then launched an online petition called #FreePeriods, calling on the government to provide free menstrual products to all girls on free school meals and for the taboo around periods to end. ‘We need to escort period shame out of the door and mobilise the government so that children from the lowest income backgrounds are not marginalised,’ she wrote.

#### Lobbying MPs and spreading the word

In between revising for her AS exams, she emailed as many people, companies, charities and universities as

she could think of and persuaded her parents to send the petition around their workplaces. To her surprise, within two weeks more than 2,000 people had signed it. Some girls contacted her to tell her about their struggles without enough pads or tampons, which made her want to fight all the harder.

When the general election was announced, Amika emailed every political party about her cause. The Green Party and the Women’s Equality Party both responded and included a pledge on free sanitary protection in their manifestos. After the election, both the Liberal Democrat Party and, later, the Labour Party announced that they would fund schemes to end period poverty in schools.

In November 2017, Amika gave a TEDx talk in London. The reaction to her campaign had been ‘incredible,’ she said. ‘I’ve been contacted by MPs, Lords, journalists and others in the public eye... real change is happening but there is still more to be done.’

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## Citizenship: Resources

# Amika George: teenage activist and founder of the #FreePeriods movement

### Taking to the streets

Amika decided to organise a peaceful demonstration opposite Downing Street, with the help of an activist group called Pink Protest. Hundreds of women and girls turned up with banners and a number of speakers addressed the crowd, including Amika herself. 'Everyone should get an education and if something like periods are holding us back we have a serious, serious problem,' she told the crowd. 'Also, why are we embarrassed about periods? They are completely normal, completely natural – half the world's population has a period... please talk about your periods, tell everyone about your periods!'

### In the spotlight

By 2018, Amika was juggling media interviews, meetings and speaking events with her homework, A-level revision and university applications. In

early March, she flew to Washington DC to speak at Facebook's Global Safety Summit. A week later she was back in London, addressing an audience at City Hall during an event to mark the centenary of women's suffrage.

### Success!

She was thrilled when later that same month the government announced that it would put aside £1.5m of the tampon tax fund for ending period poverty. Nearly 157,000 people had signed her petition, well over her original target.

### The future

Amika continues to campaign for free sanitary products for all students as well as refugees, asylum seekers and women around the world who can't afford them. She also wants to normalise conversations about menstruation. 'Social media is a very powerful tool, and it makes us realise

that it's not only adults or politicians who can engineer change, but young people with a vision and a dream,' she told *Sister Magazine*.

### Questions

- Who or what inspired Amika George to become a change-maker?
- What campaigning strategies has she used?
- What tools is Amika George able to use that weren't available when the suffragettes were campaigning?
- What was the role of politicians in Amika's campaign?
- What difference does getting political support make?
- What difference do you think Amika's campaigns have made?

### Glossary

**Activist:** A person who campaigns to bring about political or social change.

**Petition:** A written request for action, usually signed by many people.

**Lobbying:** Trying to persuade a politician to do something.

**Menstrual:** Relating to menstruation or periods.

**Taboo:** Something that is forbidden, avoided or not talked about for religious or social reasons.

**Mobilise:** To gather together or rally people ready for action.

**Marginalised:** Pushed to the edges and treated as unimportant.

**Pledge:** A promise or guarantee.

**Manifesto:** A formal written statement of policies and beliefs.

**TEDx talk:** An independent talk given by a local speaker to a local audience, hosted by TED Talk and put online.

**Media:** Mass communication –

television, radio, newspapers, the internet, etc.

**Summit:** A high-level meeting (usually between leaders of governments).

**City Hall:** The main office of the Mayor and the City Council.

**Tampon tax fund:** Money collected from tax on sanitary products.

**Asylum:** Protection granted by a state to someone who has left their country for political reasons.

## Unit 2: Resource h)

## Citizenship: Resources

### Muna Hassan: grassroots campaigner and co-founder of Integrate Bristol (now UK)



#### Occupation:

Student and lead outreach worker for Integrate UK.

#### Issues fought for:

Ending female genital mutilation (FGM) through education.

#### Methods used:

Meetings, writing and producing booklets of poems, a radio drama, a film, lesson materials and music videos, lobbying politicians, media interviews, online petition, organising a conference.

Image: <http://www.ginalundy.co.uk/blog/grow-a-pair-part-of-the-young-advocates-series-evolving-in-conversation-at-brighton-photography-biennial-2014>

#### Background and early days

Muna Hassan was born in Sweden to Somali parents and moved to Bristol in 2003 when she was eight years old. She first heard about FGM when she was 13 during a discussion at school. Unsure what it was, she went home and looked it up. To her shock and disbelief, she discovered that 96% of women in Somalia had undergone FGM and up to 2,000 girls in Bristol were at risk, even though it was illegal in the UK.

Although she had not even discussed FGM with her mother, Hassan knew that she had to speak out. 'It felt like it was the silent abuse in British society... it angered me no one wanted to know or hear about it.' (*YouTube*)

Returning to school the next day, she found her teacher and said, 'we need to do something'. Nervous about how the community would react, she and three other girls started to meet in secret after school, supported and encouraged by their teacher. It was the beginning of Integrate Bristol. They wrote and published a few booklets of

poems anonymously, which sold well. But they wanted to do more to break the taboo surrounding FGM.

#### Producing radio and film

The following year, they wrote and produced a radio drama-documentary called 'Why?', which was featured on Radio 4's *Woman's Hour*. By 2010, their numbers had more than doubled, along with their confidence. With funding secured, they wrote and produced *Silent Scream*, a groundbreaking film about FGM for use in schools, co-directed by Hassan. They also created lesson plans and started using them in their own school.

As Hassan had feared, however, there was a backlash from many in the community, who tried to have the project closed down. Rumours spread that the girls were on drugs and making a pornographic film, and some parents received anonymous calls accusing their daughters of shaming the community. When 75 elders threatened to stage a protest at the film's premiere, Hassan's mother and

several others got together and demanded support from the police, who gave the girls a full escort to the cinema. The film went on to win the Young Voice of the Year award at the British Film Institute in 2012.

#### Conference

Feeling empowered, Hassan and her fellow activists (by now 85, including some boys) produced several music videos and organised a conference at Bristol University, attended by over 300 professionals including lawyers, doctors, politicians, police and healthcare workers. A team from the BBC drama *Casualty* also came and asked Hassan and four others to help research and write an episode highlighting FGM. The programme aired in 2013.

#### TV appearance

Two weeks after the conference, Hassan appeared in a BBC *Newsnight* feature about FGM and accused the government of using cultural sensitivity as an excuse for inaction over FGM. When asked if she had a message for

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### Muna Hassan: grassroots campaigner and co-founder of Integrate Bristol (now UK)

the then prime minister David Cameron, she replied: 'To grow a pair and do something about FGM.' Her mother grounded her for a week but the comment attracted more attention to her cause.

#### Online petition and meeting Michael Gove

Next the group started an online petition with the *Guardian* newspaper, urging the government to tell all schools to teach students and parents about the risk of FGM. More than 230,000 people signed and Hassan was among those invited to meet Education Secretary Michael Gove. To their delight, he agreed to write to all headteachers in England about FGM and, three days later, visited their school, observing one of their FGM lessons. He later issued new guidance on FGM for schools.

In 2014, Hassan was invited by David

Cameron to present Integrate's latest film and lesson plans at the world's first Girl Summit on FGM in London. She was overjoyed when he announced that the government was setting aside £1.4 million for a national FGM Prevention Programme, with almost £20,000 for Integrate to train young FGM educators. That same year, the UN Secretary General Ban Ki-moon pledged his support to their campaign and Hassan met the activist Malala Yousafzai, who also gave her support.

#### Her work continues...

Hassan went on to study for a postgraduate degree in nursing, aiming to support survivors of FGM and other gender-based violence. She continues to work with Integrate UK, which has hosted more conferences, produced numerous music videos and educational resources, and delivered hundreds of sessions on FGM in schools and to frontline professionals.

According to Hassan: 'School is where you can change minds, inspire a new generation, discover new things... If you want to eradicate violence against women and girls, start there!'  
(*Integrate website*)

#### Questions

- Who or what inspired Muna Hassan to become a change-maker?
- What campaigning strategies has she used?
- What tools is Muna Hassan able to use that weren't available when the suffragettes were campaigning?
- How did the community react and why?
- What was the role of politicians in Muna Hassan's campaign?
- What difference do you think Muna Hassan's campaigns have made?

#### Glossary

**Grassroots:** At the most basic level, involving ordinary people.

**Integrate:** To bring into equal membership of a group or society.

**Outreach:** Finding people who need support or advice and bringing it to them.

**Female genital mutilation:** Changing part or all of female genitals for non-medical reasons.

**Lobbying:** Trying to persuade a politician to do something.

**Petition:** A written request for action, usually signed by many people.

**Anonymously:** Without a name attached.

**Taboo:** Something that is forbidden, avoided or not talked about for religious or social reasons.

**Drama-documentary:** A programme re-enacting real events or mixing drama with factual content.

**Groundbreaking:** Significantly different and original, introducing important new ideas or methods.

**Backlash:** A strong, negative reaction among a group of people to a new development.

**Pornographic:** Containing explicit sexual images.

**Elder:** A respected and influential older member of society.

**Activist:** A person who campaigns to bring about political or social change.

**Cultural sensitivity:** Awareness of and open-mindedness about cultural differences between people.

**Summit:** A high-level meeting (usually between leaders of governments).

**Frontline professionals:** Workers who deal directly with clients or patients.

**Eradicate:** To destroy or put an end to something completely.

## Unit 2: Resource i)

## Citizenship: Resources

### Helena Morrissey DBE: champion of greater gender balance in business



#### Occupation:

Head of personal investing at Legal and General Investment Management Ltd.

#### Issues fought for:

Greater representation of women in company boardrooms and in management roles.

#### Methods used:

Writing letters, articles and a book, public speaking, media interviews.

Image: <https://twitter.com/morrisseyhelena>

#### Background

Dame Helena Morrissey was born in 1966 in Altrincham, Cheshire and grew up near Chichester in West Sussex. Her parents were both teachers and she went to the local state school. She was a 'rather manic' Brownie, who says she drove her parents mad with her determination to break the regional record for the most badges. She studied maths and science at A-level and was the only girl in her maths class, taught by two male teachers, giving her an early taste of holding her own in a male-dominated environment. She went on to study philosophy at Cambridge, where she met her future husband.

#### Early career setback

In 1987, Morrissey joined the asset-management firm Schroders as a graduate trainee fund manager. Shortly afterwards, the company sent her on a two-year apprenticeship to New York. She then returned to the London office as the only woman in a team of 16.

Morrissey married at 21 and had her first child four years later. When she came back to work from maternity leave, Schroders was making its annual promotions. She was hoping for a promotion to managerial level after five years but, to her disappointment, her two male contemporaries were promoted while she was not. When she asked why, her boss told her that the company wasn't sure she would be fully committed as a mother. At first, she decided to prove them wrong by working even harder, but left in 1994 to work for Newton Investment Management, a smaller company, which she felt would appreciate her more.

#### Rising to the top

Seven years later, Morrissey was made Newton's Chief Executive Officer (CEO) and had had three more children. At this point, her husband gave up his job as a journalist to study Buddhism and meditation, and look after the children (with some help from

the nanny). The couple went on to have five more children.

#### Gender equality and the 30% Club

In 2009, Morrissey attended an event about gender diversity among executives and learnt that women only filled 10–15% of senior roles in UK companies. Wondering what would be a realistic goal, she read some research that said that minority voices are only heard once they reach 30% of a group. So, one woman in a group of ten will probably be sidelined, but three will be listened to in their own right.

A year later, in 2010, Morrissey founded the 30% Club with the support of a number of other women and a small group of influential chairmen. At the time, only 12.5% of seats on the boards of the UK's top 100 companies (the FTSE100) were filled by women and there were 21 all-male boards. The 30% Club's initial goal was to change that figure to 30% women by 2015.

## Unit 2: Resource i)

## Citizenship: Resources

### Helena Morrissey DBE: champion of greater gender balance in business

Morrissey was determined that this change should come about voluntarily, and not by imposing mandatory quotas, as in some countries, which would force companies to appoint a certain number of women. She believes that quotas are demeaning to women and suggest that they have not succeeded through their own merit. Instead, she set about writing to 350 of the UK's most powerful business leaders, hoping to persuade them to change their ideas. After receiving some unpleasant responses, she realised that she needed to make her argument less about women and more about economics – by pointing out that businesses actually do better when there are women on the board.

#### Signs of change

By 2012, 50 chairmen had signed up and, by 2015, representation of women on FTSE 100 boards had more than doubled, to 26%, with no all-male boards left. What's more, in the next FTSE 250 companies, all-male boards had fallen from 131 to 24. By now, the 30% Club had launched in more than ten countries and begun focusing on future business leaders, sending speakers into schools to encourage girls to aim high. Morrissey herself visited schools, universities and international events, conducted a TEDx talk and was interviewed by numerous media organisations.

#### Moving on

In 2016, the 30% Club announced two new campaign targets for 2020: at least 30% women in senior management roles within the top FTSE 100 companies and on the boards of the top FTSE 350 companies. The same year, Morrissey stood down from her job at Newton, becoming its non-executive chair for a year before moving to LGIM Ltd in 2017. She also published a book called *A Good Time to be a Girl: Don't Lean in, Change the System* – part memoir, part advice to young women on how to succeed. She was made a Dame of the British Empire for her work to improve diversity in the financial sector in the Queen's birthday honours list of 2017.

#### Future challenges

By 2018, women were occupying 29% of the boardroom seats of FTSE 100 companies, a significant improvement, which many put down to Morrissey and the 30% Club. But women still only held around 10% of executive positions in those companies, showing that there was still a long way to go. Morrissey and the 30% Club continue to campaign to get more women into top jobs in business.

'I am not complacent,' she writes in her book. 'Great change involves challenging episodes, lurches forward, steps back and the inevitable sense that we are faltering. But this is a necessary part of the process.'  
(from *A Good Time to be a Girl*)

#### Questions

- Who or what inspired Helena to become a change-maker?
- What campaigning strategies has she used?
- How do Helena's campaigning methods compare to those used by those involved in the women's suffrage movement?
- Why did Helena decide to target business leaders in her campaign?
- What difference did getting the support of business leaders make?
- What difference do you think Helena's campaigns have made?

## Unit 2: Resource i)

## Citizenship: Resources

### Helena Morrissey DBE: champion of greater gender balance in business

#### Glossary

**DBE:** An honour given by the Queen to an individual for their services in a particular field.

**Champion:** An enthusiastic supporter of a cause or person.

**Investing:** Putting money into something, hoping to make a profit in the future.

**Personal investing:** Money invested by a person, not a company.

**Boardroom:** A room where the directors of a company meet.

**Brownie:** A young Girl Guide.

**Asset:** Something that is owned by a person or business that is valuable.

**Fund manager:** Someone who decides what assets to buy with an investor's money.

**Apprenticeship:** On-the-job training with pay.

**Promotion:** Being raised to a better or higher position at work.

**Contemporaries:** People who are about the same age as each other.

**Chief Executive Officer:** The highest-ranking person in charge of an organisation.

**Diversity:** Including a range of different types of people (or things).

**Executive:** Someone in a high position in a business or organisation.

**Sidelined:** Prevented from playing an active and important part.

**Influential:** Important, able to have a strong effect on how people think or act.

**Board:** A group of people who make the decisions in an organisation.

**FTSE:** Financial Times Stock Exchange index – a list of the 100 companies with the highest market capitalisation on the London Stock Exchange.

**Mandatory quota:** A fixed amount or proportion of people or things required by law.

**Demeaning:** Humiliating, making someone feel less respected or dignified.

**TEDx talk:** An independent talk given by a local speaker to a local audience, hosted by TED Talk and put online.

**Non-executive chair:** Sits on the board of a company, but has no managerial responsibilities.

## Unit 2: Resource j)

## Citizenship: Resources

### Funke Abimbola: business women, lawyer and diversity campaigner



#### Occupation:

Lawyer and business leader.

#### Issues fought for:

Greater diversity in the legal profession and the wider business community.

#### Methods used:

Website, public speaking, media interviews, writing articles, mentoring, coaching, creating schemes at work.

Image: <http://firstwomen.co.uk/2017/01/20/funke-abimbola-diversity-business-legal-profession/>

#### Background

Funke Abimbola was born in Lagos, Nigeria. She moved to the UK when she was eight years old and went to a private secondary school in West Sussex. Her parents wanted her to study medicine, but Abimbola had other ideas. With support from her school, she persuaded her mother and father to let her follow her dream of studying law and becoming a lawyer.

#### Early challenges

In 1994, Abimbola graduated from Newcastle University with a degree in law. She then went to Nigeria, where she qualified as a barrister and solicitor. Returning to the UK three years later, she began applying for her first job but struggled to get any interviews. Realising that her African name and gender could be a barrier to obtaining a job, she made a list of the top 100 corporate law firms and in-house legal teams in the UK and began to 'cold call', telephoning companies until she managed to secure a job.

At the age of 28, while working in central London, Abimbola had her son. But returning to work proved difficult, as her employer was unable to help her with the flexible working hours she needed. She was, in fact, the first person to request flexible hours. She left London to work for regional firms with smaller business clients.

#### A new start

Six years later, Abimbola returned to work for Roche, a large biotechnology company, which allowed her to combine her two loves, law and medicine. Within four years, she had a very senior role in the company as the Chief Legal Officer or General Counsel, leading a team of expert lawyers working in the UK, Ireland, Malta and Gibraltar.

#### Campaigning for equality

Abimbola's early experiences of being discriminated against had made her so angry that she was determined to campaign for more racial, gender

and social diversity within the legal profession and in other businesses. She decided to do all she could 'to level the playing field' for the next generation. At first, she shied away from publicity, before realising that she would have far more influence if she became more visible, and so she began writing in newspapers and appearing on the radio and TV.

She now has a long list of over ten voluntary roles, including as an ambassador for Aspiring Solicitors, which aims to encourage and mentor women and members of the BAME community to join the legal profession. She is also a champion of the Women in Law project 'First 100 years', which celebrates the progress of women in the legal profession and of Women in Law London Network, supporting female solicitors so that they stay in the profession.

In 2015, Abimbola founded Women Leaders in Life Sciences Law, a network for women lawyers and leaders in the field to share knowledge

## Unit 2: Resource j)

## Citizenship: Resources

### Funke Abimbola: business women, lawyer and diversity campaigner

and support each other. She created work experience, summer placement and internship schemes at her work.

She also gives inspirational talks to about 2,000 secondary school children each year, as well as offering leadership mentoring and coaching to students. She has advised the government, and regularly writes for newspapers and appears in the media to speak about her experiences and work on leadership and diversity.

In 2017, Abimbola was awarded an honour (MBE) by the Queen for services to diversity in the legal profession and to young people.

You can watch Abimbola speak about her experiences here: <https://www.youtube.com/watch?v=qf4rbHZdyCc>

#### Motivation

'I believe that everyone should be given the opportunity to maximise their potential irrespective of background,' she writes on her website. 'We need to empower others if we find ourselves in a position of privilege, embracing and celebrating our differences to work towards building a better society.'

#### Questions

- Who or what inspired Funke Abimbola to become a change-maker?
- What campaigning strategies has she used?
- How do Funke's campaigning methods compare to those involved in the women's suffrage movement?
- Why did Funke decide to target use of the media (TV and newspapers) in her campaign?
- What difference did getting the attention of the media make?
- What difference do you think Funke's campaigns have made?

#### Glossary

**MBE:** Member of the Order of the British Empire (an honour given by the Queen).

**Diversity:** Including a range of different types of people (or things).

**Solicitor:** A lawyer who prepares cases and gives legal advice.

**Executive:** Someone in a high position in a business or organisation.

**Mentoring:** Acting as an official role model, guiding and sharing knowledge with a less experienced person.

**Barrister:** A lawyer who gives advice and can argue in a court of law.

**Corporate:** To do with a large company or group.

**In-house:** Done within a business or organisation without outside help.

**Cold-calling:** Telephoning or visiting a stranger uninvited, to sell or ask for something.

**Biotechnology:** Using very small living things (like bacteria or cells) to produce things like vaccines and medicine.

**General Counsel:** The chief lawyer in a company.

**Compliance:** Meeting with the required rules, standards or policies.

**Ambassador:** Someone who represents and promotes their country or a specific activity.

**Aspiring:** Hoping to enter and succeed in a particular career or activity.

**BAME:** Black, Asian and minority ethnic.

**Steering committee:** A group of experts that advise and guide an organisation.

**Recruit:** Enrol someone as a new member or employee of an organisation.

**Champion:** An enthusiastic supporter of a cause or person.

**Internship:** A fixed-term placement in an organisation for students, graduates or trainees.

## Unit 2: Resource k)

## Citizenship: Resources

### Stella Creasy: campaigner for women's rights and social justice in Parliament and the community



#### Occupation:

Labour and Co-operative MP for Walthamstow in London.

#### Issues fought for:

Compulsory sex and relationship education, abortion rights, ending the gender pay gap and online abuse of women.

#### Methods used:

Public speaking, media interviews, online campaigns, writing articles and parliamentary proposals, questions and amendments.

Image: UK Parliament <https://beta.parliament.uk/media/f3okS1Dq>

### Background

Stella Creasy was born in Sutton Coldfield in 1977. Her father was an opera singer and her mother was head of a special needs school. Both were active members of the Labour Party.

She lived in Manchester until she was 11 and then Colchester, where she attended grammar school. She became politically active at a young age, asking a visiting MP to her school about VAT on tampons and starting a boycott of Nestlé as part of the Baby Milk Action campaign. She joined the Labour Party when she was 15 years old and studied social and political sciences at Cambridge.

### Early career

While working as a parliamentary researcher for three different Labour MPs, she studied for a PhD in social psychology at the London School of Economics. In 1999 she moved to the London borough of Waltham Forest, serving on the local council there from 2002 to 2006, becoming the deputy

Mayor and briefly the Mayor in 2003, at the age of 25.

### Parliament

In 2010, when she was 33 years old, Creasy was chosen from an all-women shortlist to stand as Labour MP for Walthamstow. She was re-elected to Parliament in the 2015 and 2017 general elections.

### Equality causes

Stella has supported a number of feminist causes, including the 'No More Page 3' campaign against topless photos of women in *The Sun* newspaper and the 'One Billion Rising' worldwide campaign to end violence against women and girls. She also supports the 'ladydata' social media campaign, calling for the government to properly assess how budget proposals might affect women.

### Online abuse

In 2013, Stella spoke out in defence of Caroline Criado-Perez, who had

received abusive messages on Twitter after campaigning for an image of a woman on a bank note. Stella also then came under attack, receiving similar messages, including rape threats. She called in the police, and a man was arrested and jailed the next year. She accused Twitter of not responding properly to her complaints, and Twitter later made it easier to report abuse on its site. Creasy continues to speak out about how much abuse and harassment women who stand up for equality receive online.

### Sex and relationships education

Convinced that millions of schoolchildren were not receiving proper sex and relationships education, in early 2017 she led a campaign in Parliament to make it compulsory in all schools. She also wrote in newspapers and magazines, spoke on the radio and appeared on TV. She appealed to Conservative MPs to work with her on the issue to increase political support for the idea and to persuade the

## Unit 2: Resource k)

## Citizenship: Resources

### Stella Creasy: campaigner for women's rights and social justice in Parliament and the community

government to introduce changes in the school curriculum in England. Many other organisations were also campaigning on the same issue. The proposal was rejected at first, but then approved in March 2017, with some restrictions.

#### Gender pay gap

The following year, after a BBC reporter resigned over being paid less than her male colleagues, Creasy launched an online campaign and website with other female MPs called #PayMeToo to advise women on how to demand equal pay at work.

#### Abortion

In 2018, Stella successfully championed the right for women from Northern Ireland to receive free

abortions in England under the NHS. She did this by introducing an amendment to the Queen's speech, signed by more than 100 MPs from different parties. The government agreed. She also led calls to make abortion in Northern Ireland legal after a historic referendum in Ireland overturned a ban.

#### What's next?

In 2017, Stella Creasy told the *Guardian* newspaper: 'The change we need to make is mobilisation... My message is, don't stand aside, get stuck in. Don't be a click-avist. Keep asking: "What next?" If you go on a march and think: "That's the job done," they win... we have to keep taking action.'

#### Questions

- Who or what inspired Stella to become a change-maker?
- What campaigning strategies has she used?
- How do Stella's campaigning methods compare to those used by the women's suffrage movement?
- In her campaign for sex and relationships education, why did Stella decide to target other politicians?
- What difference did getting the support of politicians make?
- What difference do you think Stella's campaigns have made?

#### Glossary

**MP:** Member of Parliament.

**Compulsory:** Required.

**Abortion:** The deliberate ending of a pregnancy.

**Gender pay gap:** The average difference between pay for men and women.

**11-plus exam:** An exam taken at age 10-11 that determines what kind of school a child can go to.

**Boycott:** A ban on using or buying something.

**Baby Milk Action:** A global campaign to stop misleading marketing by baby food companies.

**PhD:** An advanced degree, making someone a Doctor of Philosophy, although the doctorate title is not actually subject-specific.

**Think tank:** A group of experts in a specific field that offer advice.

**All-women shortlist:** A list of women-only candidates, used to increase the number of female MPs.

**Feminist:** A person who believes in equality of the sexes and supports women's rights.

**Budget:** The government's plan for spending and taxation.

**Hate crime:** A crime motivated by prejudice against someone's gender, race, religion, etc.

**Harassment:** Aggressive pestering.  
**Championed:** Supported enthusiastically.

**Amendment:** A small change or addition to a law.

**Queen's speech:** A speech made by the monarch each year at the opening of Parliament that sets out the government's priorities.

**Referendum:** A vote on a single question.

**Mobilisation:** Gathering together or rallying people ready for action.

## Unit 2: Resource 1)

## Citizenship: Resources

### Maria Miller: determined advocate of gender equality and vocal campaigner against sexual harassment and online abuse



#### Occupation:

Conservative MP for Basingstoke in Hampshire.

#### Issues fought for:

Modernising working practices, increased female representation in Parliament and business, compulsory sex and relationship education and a new law to prevent harassment, including online abuse.

#### Methods used:

Public speaking, media interviews, writing articles and parliamentary inquiries, reports, proposals, debates, questions and amendments.

Image: DCMS [https://commons.wikimedia.org/wiki/File:Rt\\_Hon\\_Maria\\_Miller\\_MP,\\_Secretary\\_of\\_State\\_for\\_Culture,\\_Media\\_and\\_Sport\\_\(8185456067\).jpg](https://commons.wikimedia.org/wiki/File:Rt_Hon_Maria_Miller_MP,_Secretary_of_State_for_Culture,_Media_and_Sport_(8185456067).jpg)

### Background

Maria Miller was born in Wolverhampton in 1964 and grew up in Bridgend, South Wales. She went to a comprehensive school and then did a degree in economics at the London School of Economics. She worked in advertising and marketing for 20 years before becoming an MP in 2005.

### Parliament

Miller was made Minister for Disabled People in 2010 and then became Minister for Women and Equalities and Secretary of State for Media, Culture and Sport in 2012. She called for a Women and Equalities select committee to look at gender equality and became chair of the new committee in 2015 and again in 2017.

In 2017, her committee also proposed setting a target of 45% female representation in Parliament by 2030, with fines for parties that did not select enough female candidates in general elections. This was rejected by the government and Miller spoke out, saying

it was 'a complete lack of action and ambition to bring about real change'.

In 2018, her committee's report on sexual harassment of women and girls in public places called for a new law to make the taking and distributing of sexual images without consent a crime.

### Women in Parliament

Miller juggled family life and a job in business before becoming an MP. Her experience inspired her to campaign for a more modern workplace with flexible working hours, 12 weeks' paternity leave for all new fathers, more women on company boards and closing the gender pay gap.

Miller believes that Parliament should lead by example and change to enable more women to become MPs. Alongside the Labour MP Harriet Harman, she proposed a new 'baby leave' system, allowing MPs that have recently become parents to nominate a colleague to cast their votes in Parliament. The proposal was approved without opposition.

### Compulsory sex education

The rise in online abuse, easy access to disturbing images and harassment in schools persuaded Miller to support making sex and relationship education (SRE) compulsory. She launched a campaign urging the government to act more quickly, and succeeded in getting more than 24 Conservative MPs to support the campaign and hold a debate in Parliament. Two months later, MPs agreed to make SRE compulsory in all secondary schools and relationship education compulsory in all primary schools from 2020.

### Gay and transgender rights

As Women and Equalities minister, Miller helped to get the same-sex marriage bill through Parliament, ensuring that it became law in 2013.

Miller led the first debate in Parliament on transgender equality, telling MPs that attitudes to equality have changed over time and it was their job 'to stamp out prejudice wherever it lies, and to ensure that, as a nation, we are fair to everyone'.

## Unit 2: Resource I)

## Citizenship: Resources

### Maria Miller: determined advocate of gender equality and vocal campaigner against sexual harassment and online abuse

#### Questions

- Who or what inspired Maria to become a change-maker?
- What campaigning strategies has she used?
- How do Maria's campaigning methods compare to those used by the women's suffrage movement?
- In her campaign for sex and relationships education, why did Maria decide to target other politicians?
- What difference did getting the support of politicians make?
- Can you see any similarities with other case studies you have read?
- What difference do you think Maria's campaigns have made?

#### Glossary

**Advocate:** Supporter.

**MP:** Member of Parliament.

**Compulsory:** Required.

**Select Committee:** A small group of MPs that look into a specific issue.

**Flexible:** Adaptable.

**Paternity leave:** Paid time off work for a new father.

**Company boards:** Group of directors.

**Gender pay gap:** The average difference between pay for men and women.

**Colleague:** A person someone works with.

**Harassment:** Aggressive pestering.

**Consent:** Permission.

**Transgender:** When someone feels that their gender is different from the sex they were given at birth.

## Unit 3: Resource m)

### Research a change-maker

Try to fill out as much information as you can about your change-maker. This information will help you build a picture of their life, their work and their impact, and help answer the following questions.

- Who is the change-maker? Where are they from and what's their background?
- What do they do? What is their work? What are they known for?
- What is important to them?
- What are they trying to achieve? What change do they want to see? Why?
- What difference have they made? What impact have they had on people's futures?

Student name		
Name of change-maker		
What do they do? What are they known for?		
What issues are they linked to?		
What are they trying to achieve? What change do they want to see?		
What impact have they had?		

## Unit 3: Resource m)

### Research a change-maker

Background Information		
Nationality		
Age/Date of birth		
Birthplace		
Are they married? Do they have children?		
Where did they go to school, university, college?		
What jobs have they had?		
Have they been a member of any political groups, unions, institutions?		
What key events have they been involved with?		

## Unit 5: Resource n)

### Phone/email script (to be adapted)

Hello, my name is [student name]. I'm a student at [school name]. To celebrate the centenary of women's suffrage, my class is working on an exciting citizenship project that looks at **modern-day change-makers who are pushing for gender equality**. At the heart of this work is the collection of personal stories of people from the local community who have been active in advancing gender equality today. And that's why I'd like to interview you.

If you are happy to participate, your personal story will help illustrate the many ways in which people can use their democratic voice today and affect change both locally and nationally.

The interview would be no more than 20 minutes and will be recorded on video. Before the interview I'd be grateful if you would sign a release form for use of the transcript.

The interview would take place at my school at a date and time that are convenient to you. If you would like to give me some dates and times that work for you then I would be happy to work around those.

Thank you so much for your time. I look forward to working with you on this exciting project.

Kind regards



Unit 5: Resource o)

Writing interview questions

Category	Questions
<p><b>Background</b> – gives historical and biographical context</p>	Empty space for writing questions
<p><b>Awareness</b> – helps interviewees explain how they became aware of issues facing the community and wider world. Identifies specific events that led to their awareness and influenced their thinking.</p>	Empty space for writing questions

Unit 5: Resource o)

Writing interview questions

Category	Questions
<p><b>Action</b> – helps interviewees explain how they got involved in taking action; the actions they took and their reflections on them.</p>	Empty space for writing questions
<p><b>Impact</b> – helps interviewees assess the impact of their actions for people, communities and wider society.</p>	Empty space for writing questions
<p><b>Reflection</b> – helps interviewees take stock and assess the larger meaning of their activism and the state of the world today.</p>	Empty space for writing questions

Unit 5: Resource p)

Interview questions (completed with the questions put to  
Baroness Garden of Frognal by students in July 2018)

Category	Questions
<p>Background – gives historical and biographical context</p>	<p>Could you tell us a little bit about your background and how you got involved in politics?</p> <ul style="list-style-type: none"> <li>• Who or what inspired you?</li> <li>• Where did you start?</li> </ul>
<p>Awareness – helps interviewees explain how they became aware of issues facing the community and wider world. Identifies specific events that led to their awareness and influenced their thinking.</p>	<p>When and how did you first become aware of equality for women as an issue?</p> <ul style="list-style-type: none"> <li>• Has it always been important to you and if so why?</li> <li>• Would you describe yourself as a feminist?</li> </ul>

Unit 5: Resource p)

Writing interview questions

Category	Questions
Action – helps interviewees explain how they got involved in taking action; the actions they took and their reflections on them.	In what ways have you tried to improve opportunities for women?  As a former teacher, what in your view can schools do to ensure girls become confident and successful?
Results – helps interviewees assess the impact of their actions on life and on society.	What advancements in gender equality were made during your time on the Women and Equalities Committee?
<b>Reflection</b> – helps interviewees take stock and assess the larger meaning of their activism and the state of the world today.	What are the most pressing challenges facing women now in terms of achieving equality?
	Casting your mind forward another 100 years, what advances for women would you hope to see?

## Unit 5: Resource q)

### Interview checklist

#### Before the interview

- Call or email the interviewee to confirm time and location.
- Supply directions to interviewee.
- Complete your research, script and interview questions.
- Practise your interview.
- Make sure you have all the equipment you need to record the interview.

#### On the day

- Bring your paperwork:
  - Script and questions.
  - Release form.
  - Research on interviewee.
- Bring your equipment:
  - Camcorder.
  - Sound recorder.
  - Batteries and memory card.
  - Chargers, wires, etc.
- Dress appropriately.
- Arrive in good time for prep and set-up.
- Have water for interviewee.
- Set up and test equipment before the interview.