



## Introduction

We are delighted to have been celebrating International Women's Day 2022. Highlands School proudly supports International Women's Day which is marked annually on March 8th. Our DARE values celebrate the rights of all our community to live with equality and respect and we encourage a determination to do better as a society.

It is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality.



International Women's Day (IWD) is one of the most important days of the year to:

- celebrate women's achievements
- raise awareness about women's equality
- lobby for accelerated gender parity
- fundraise for [female-focused charities](#)

## The history of International Women's Day

International Women's Day (IWD) has been observed since the early 1900's - a time of great expansion and turbulence in the industrialized world that saw booming population growth and the rise of radical ideologies.

### 2021 and beyond

The world has witnessed a significant change and attitudinal shift in both women's and society's thoughts about women's equality and emancipation. Many from a younger generation



may feel that 'all the battles have been won for women' from earning the right to vote to gaining laws about equal pay, we have definitely come a long way. Many feminists from the 1970s know only too well the longevity and ingrained complexity of patriarchy. With more women in the boardroom, greater equality in legislative rights, and an increased critical mass of women's visibility as impressive role models in every aspect of life, one could think that women have gained true equality. The unfortunate fact is that women are still not paid equally to that of their male counterparts, women still are not present in equal numbers in business or politics, and globally women's education, health and the



violence against them is worse than that of men. However, great improvements have been made.

We do have female astronauts and prime ministers, school girls are welcomed into university, women can work and have a family, women have real choices. And so each year the world inspires women and celebrates their achievements. IWD is an official holiday in many countries including Afghanistan, Armenia, Azerbaijan, Belarus, Burkina Faso, Cambodia, China (for women only), Cuba, Georgia, Guinea-Bissau, Eritrea, Kazakhstan, Kyrgyzstan, Laos, Madagascar (for women only), Moldova, Mongolia, Montenegro, Nepal (for women only), Russia, Tajikistan, Turkmenistan, Uganda, Ukraine, Uzbekistan, Vietnam and Zambia. The tradition sees men honouring their mothers, wives,

girlfriends, colleagues, etc., with flowers and small gifts. In some countries IWD has the equivalent status of Mother's Day where children give small presents to their mothers and grandmothers.

A global web of rich and diverse local activity connects women from all around the world ranging from political rallies, business conferences, government activities and networking events through to local women's craft markets, theatrical performances, fashion parades and more. Many global corporations actively support IWD by running their own events and campaigns. For example, on March 8th, search engine and media giant Google often changes its [Google Doodle](#) on its global search pages to honour IWD. Year on year IWD is certainly a powerful moment increasing in status.

So make a difference, think globally and act locally!

Make every day International Women's Day.

Do your bit to ensure that the future for girls is bright, equal, safe and rewarding.

### **Aims of International Women's Day**

- To break the bias in communities, workplaces, schools, colleges and universities.
- To educate young people about gender inequality and discrimination
- To raise awareness of what constitutes gender based discrimination and how to report it.
- To encourage change through education of women's rights

## This year's theme

Imagine a gender equal world.

A world free of bias, stereotypes, and discrimination. A world that is diverse, equitable, and inclusive. A world where difference is valued and celebrated. Together we can forge women's equality.

Collectively we can all **#BreakTheBias**.

The campaign theme for International Women's Day 2022 is **#BreakTheBias**. Whether deliberate or unconscious, bias makes it difficult for women to move ahead.



Individually, we're all responsible for our own thoughts and actions - all day, every day.

- We can break the bias in our communities.
- We can break the bias in our workplaces.
- We can break the bias in our schools, colleges and universities.

## Why do we celebrate International Women's Day?

Because women's rights are human rights

**We are all entitled to human rights.** These include:

- the right to live free from violence/discrimination
- to enjoy high standards of physical and mental health
- to be educated
- to own property
- to vote
- to earn an equal wage

Across the globe many **women and girls still face discrimination** on the basis of sex and gender. Gender inequality underpins many problems which disproportionately affect women and girls.

For many years **women's rights movements have fought hard to address this inequality**, campaigning to change laws or taking to the streets to demand their rights are respected. And new movements have flourished in the digital age, such as the #MeToo campaign which highlights the prevalence of gender-based violence and sexual harassment.

**But we still have work to do...**

### **Women's suffrage**

In countries such as Syria, Pakistan and Afghanistan women are effectively prohibited from voting due to problematic processes that make it difficult for women to vote.

### **Sexual and reproductive rights**

Many women and girls around the world are unable to access safe and legal abortions. Abortion was recently decriminalised in Ireland and Northern Ireland after decades of lobbying.

### **Workplace Discrimination**

Recent figures show that women currently earn roughly 77% of what men earn for the same work. This leads to a lifetime of financial disparity for women.

### **Freedom of movement**

Freedom of movement is the right to move around freely as we please – not just within the country we live in, but also to visit others. In some countries women may not be allowed to have their own passports, or they might have to seek permission from a male guardian in order to travel. Recently in Saudi Arabia there has been a successful campaign to allow women to drive, which had previously been banned for many decades.

### **Sexual violence and harassment**

Sexual violence against women is worse than that of men. In the light of the tragic death of Sarah Everard, it is an important time to acknowledge this. Everard's death struck a chord with women and men around the world. It highlighted so many of the compromises and calculations women are forced to take on a daily basis. She took a well-lit route, and called her boyfriend to let him know she was on her way home. "Text me when you get home" is a phrase almost every woman reading Everard's story will have used when saying goodbye to a friend at the end of an evening together. By educating young people about acceptable everyday behaviours towards women, we hope to take steps towards an attitudinal shift towards women.

### **Gender based assumptions and feminism**

Feminism by definition is the belief that men and women should have equal rights and opportunities.

Students heard [Emma Watson's speech](#) given at a special event for the UN's HeForShe campaign. It highlights some of the gender bias' and assumptions in today's society that we want to strive to change.

We celebrated wonderful women...

### Dame Sarah Catherine Gilbert DBE



Born in Kettering, England.

- A professor at Oxford University.
- Dame Sarah Catherine Gilbert DBE is a British vaccinologist who is a Professor of Vaccinology at the University of Oxford and co-founder of Vaccitech. Gilbert specialises in the development of vaccines against influenza and emerging viral pathogens.
- Led the work on malaria vaccines, saving thousands of lives.
- Designed a vaccine to fight against COVID.

### Michele Obama

Former US First Lady and wife of the first African American president of the United States, Barack Obama.

- Role model to many people by taking practical steps to **make social changes**, and to **empower women**.
- She has supported a multitude of important causes and has **encouraged better education for girls, equal rights, healthy living** and more **help for families living in poverty**.



### Malala Yousafzai

Young Human Rights Activist who fights for the rights of girls and women to receive an education.



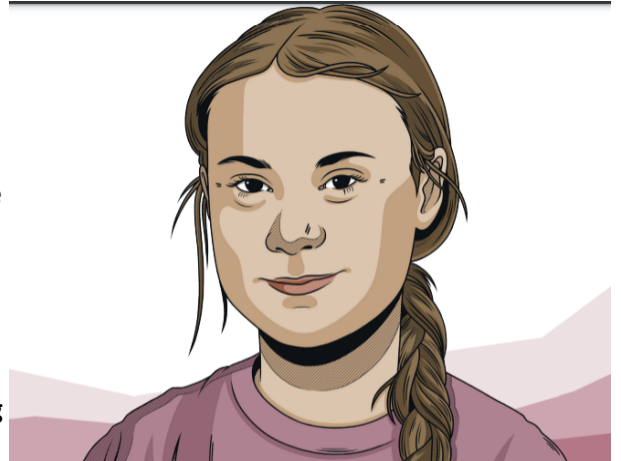
- **The youngest ever Nobel Peace Prize winner.**
- Initially famous for writing a blog, speaking publicly against the Taliban for **refusing women access to education**.
- In 2012, Malala was shot and survived.
- **She bravely continues fighting for the rights of girls and women.**



## Greta Thunberg

An avid and vocal **environmentalist**.

- One of the **youngest people to speak on a global stage about the need for climate action**.
- At age 15, Greta Thunberg sat in protest on the steps of the Swedish parliament. **Her one-person stand has started a global movement**.
- She travels worldwide to address heads of state - notably **crossing the Atlantic in a solar-powered racing yacht** in 2019 in an effort to neutralise her carbon footprint.

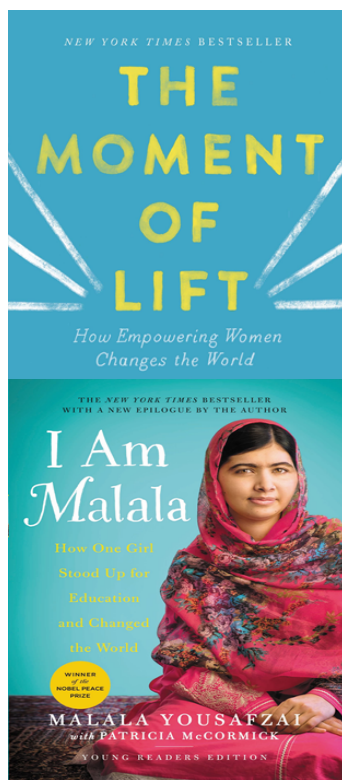


## What is the school doing to support International Women's day?

- The library, in association with the English department, created a month-long event and visual display to highlight International Women's Day.
- All students took part in an International Women's Day assembly.
- All students will take part in an International Women's Day activity during tutor time.
- The school held a fundraiser for the 'love is kind' charity, in partnership with Love Your Doorstep. This is a female-focussed charity supporting victims of domestic abuse.
- An illustration competition for International Women's Day.

## Recommended reads

We hope that students will enjoy some of our recommended reads, as part of their efforts to celebrate International Women's Day.



**The moment of life:** Stories of inspiring people Melinda has met throughout her life (2019)

**Becoming:** the memoir of former First Lady of the United States Michelle Obama, (2018)

**I Am Malala:** The Girl Who Stood Up for Education and Was Shot by the Taliban (2013)

**The confidence code:** guide to understand the importance of confidence (2014)  
Support and help



## Help and support

Whilst we hope that sexual violence and harassment is never an issue at Highlands, our school policy encourages students to **recognise and report sexual discrimination, violence or harassment**, here is what is states:

- **Inappropriate behaviour will be addressed** to prevent **problematic, abusive and/or violent behaviour** in the future.
- **Victims will be reassured** that they are being taken seriously and that they will be **supported and kept safe**.
- **Victims won't ever be made to feel ashamed for making a report**.

If students experience unkind behaviour of any kind, it is important to tell someone about it, here are few ways to report incidents:

- Speak to parents/carers.
- Speak to a member of staff at Highlands School who you feel comfortable with. You can also email the safeguarding team at [staysafe@highlearn.uk](mailto:staysafe@highlearn.uk)
- **Remember, if you are in immediate danger phone 999**
- Contact [Childline](https://www.childline.gov.uk) (0800 1111). You can speak to someone over the phone or online.
- Join [Kooth](https://www.kooth.com) - Online mental wellbeing community



## Create your own amazing **#BreakTheBias** Illustration

Here are some ideas as to design.

Think:

Colour(s)

Form

Composition

What message are you trying to translate through **#BreakingTheBias**?

Who are you trying to target?

Incorporate at least one of these hashtags

**#BreakTheBias**

**#IWD2022**

**#IWDart**

The aim is to design ) to create a hand-drawn or painted / digital illustration based on one of the illustration themes, using a single sheet of standard letter-sized (8-1/2" x 11") plain paper, in portrait/vertical orientation.

Scan or hand deliver the original copy of your child's artwork to [MapleD@highlearn.uk](mailto:MapleD@highlearn.uk) or MM01 office.

**Submission Deadline date: 28<sup>th</sup> March 2022**