

Equally Safe in Colleges & Universities Regional Events 2019

Final Report





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Background

Preventing gender-based violence on Scottish college and university campuses is a key priority for the sector. Following the publication of the Equally Safe in Higher Education Toolkit in April 2018, the Scottish Government is keen to support the sector in this important work and a series of three regional events, in Kilmarnock, Inverness and Stirling were held in early 2019.

“Love Doesn’t Hurt” – Preventing Gender Based Violence in Colleges and Universities, was designed to help clarify the key messages we want our students and staff to hear ahead of Fresher’s Week 2019 as we work toward building GBV-free campuses. The events were also designed to help develop a national community of practice focussed on preventing gender-based violence on our campuses.

The events were targeted at those working in front-facing roles in colleges and universities, to students and student unions, trade unions, local violence against women (VAW) partnerships, VAW sector specialist services, LGBTI+ Groups, NHS and Police Scotland.

West Regional Event – Kilmarnock

Date: Friday 15 February 2019

Venue: Ayrshire College, Kilmarnock Campus

Attended: 82

No shows: 7

Cancelled: 12

No of organisations represented: 32

Regional Planning Group

- Anni Donaldson, Knowledge Exchange Fellow & Project Lead, ESCU, University of Strathclyde
- Lorna Watt, Admin & Events Assistant, University of Strathclyde
- Sara Turkington, Equality & Inclusion Advisor, Ayrshire College
- Sonia Filby, Head, Student Experience, Scotland's Rural College
- Ciaran O'Brien, Head of Sport & Student Engagement, University of the West of Scotland

Speakers

- Heather Dunk OBE, Principal Ayrshire College – Welcome & Introduction
- Richard Lochhead MSP (via video) – Ministerial Address
- Anni Donaldson – Setting the Scene
- Fiona Drouet – Emily's Story
- Judy Ferguson, East Ayrshire Women's Aid; Lorraine Fleming, NHS Ayrshire & Arran & Kerry Jarvis, East Ayrshire Council – Getting it Right for Everyone

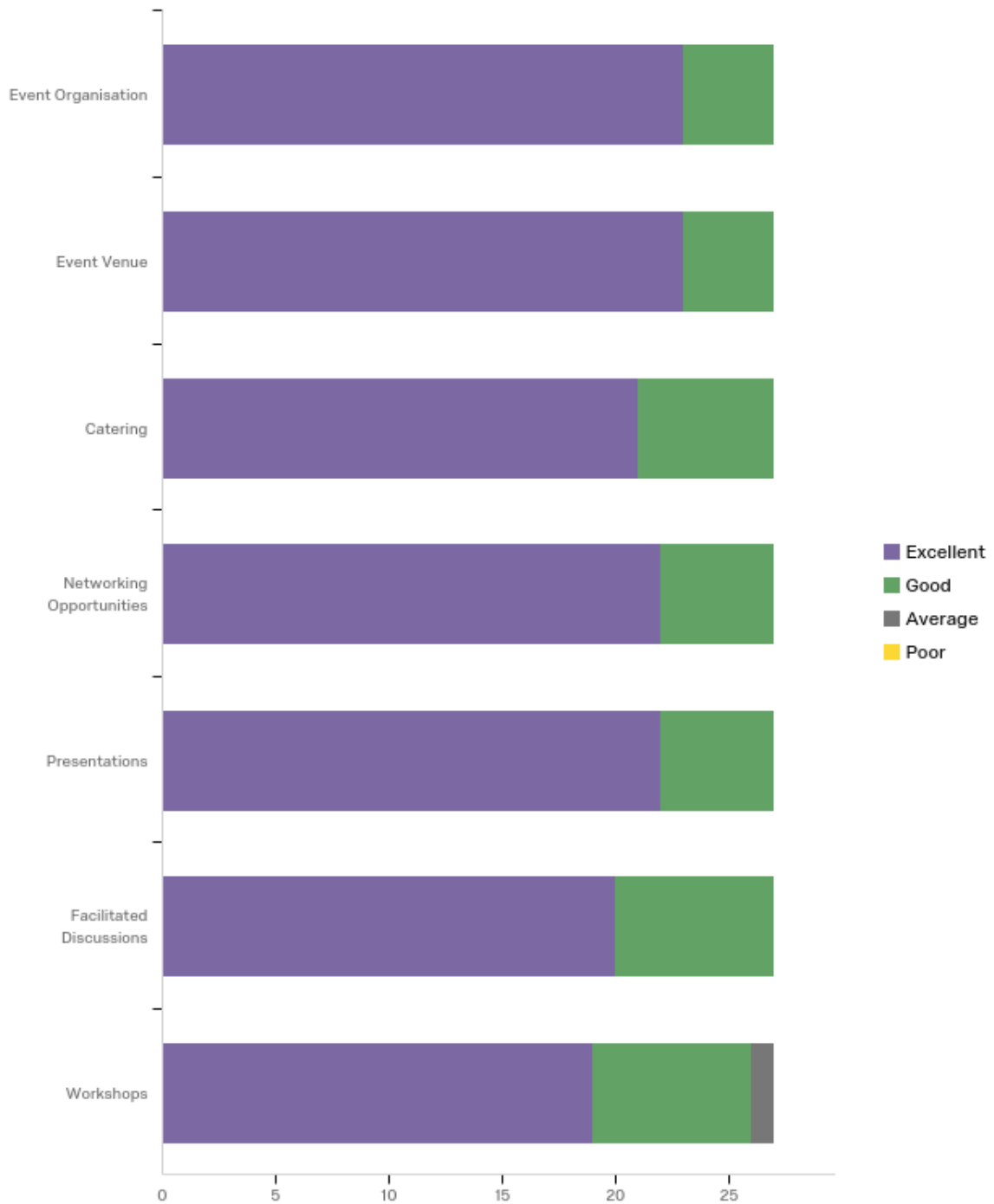
Facilitated Discussions

- The Student Journey
- Measuring Effectiveness
- Gender-based Violence: Crimes or Misconduct?

Workshops

- The Toolkit as a Resource - Anni Donaldson, Knowledge Exchange Fellow & Project Lead, ESCU, University of Strathclyde; Sonia Filby, Head, Student Experience, Scotland's Rural College
- Preventing Gender Based Violence – Effective Campaigning – Arlene Sweeney, Learner Engagement Officer, Glasgow Kelvin College; Patricia Currie, Equality, Diversity & Inclusion Manager, Glasgow Kelvin College; Kallia Manoussaki, Lecturer in Psychology, University of the West of Scotland
- Supporting Staff to respond to Gender Based Violence – Lauren O'Rourke, Training & Education Coordinator FE & HE, Rape Crisis Scotland; Niamh Kerr, Sexual Violence Prevention Worker, The STAR Centre; Jackie Main, Director of Student Life, Glasgow Caledonian University

Event Feedback



Attendee Response Rate: 32.92%

Event Organisation: 85.19% (excellent), 14.81% (very good)

Event Venue: 85.19% (excellent), 14.81% (very good)

Catering: 77.78% (excellent), 22.22% (very good)

Networking Opportunities: 81.48% (excellent), 18.52% (very good)

Presentations: 82.61% (excellent), 17.39% (very good)

Facilitated Discussions: 74.07% (excellent), 25.93% (very good)

Workshops: 70.37% (excellent), 25.93% (very good), 3.70% (average)

What participants particularly enjoyed

“The honesty of the workshops. Very open and honest contributors but still fully professional on teaching and student support matters. The opening session from Mrs Fiona Drouet was heartbreaking but also quite energising and motivating. I think this was the reason there was so much openness around the sessions, as I perceived it.”

“Everyone who attended really bought into the day and this meant the contributions were all constructive.”

“Meeting wonderful people.”

“Very well organised event with very relevant input from different sectors, useful discussions in workshops.”

“The event was very insightful and brought home the importance of joined up communication in relation to our students. Despite working here and dealing with students on a daily basis, I was unaware of all the work going on in this area by colleagues as this was flagged up to us by a friend in NHS.”

“I enjoyed the full event, having the opportunity to network with colleagues from other organisations and listening to Fiona speak of Emily’s story, it really brought to focus the effects GBV can have on everyday life.”

“People at the workshops really had a lot to say and a common understanding of the scale of the issue was established and a unanimous resolve to properly tackle this was evident.”

“It was excellent. The event had a huge effect on me and my teaching colleagues. We discussed that day at length and the following week.”



What are the key messages we should be sending out to new students during Fresher's Week 2019

"Support is available - you are not alone."

"Abuse in relationships takes many forms. It's never the victim's fault. It happens in all sorts of relationships. Support is available. You won't be judged."

"Clarify what GBV is and increase awareness."

"I would say Emily's story must be told to all new and returning students. That will hopefully reinforce to all what can happen if any student is unable to get help and support at a critical or vulnerable moment."

"Stay safe, speak to friends and family about college and uni life as much as possible."

"That any kind of GBV will not be tolerated and that support is available to any students who need it."

"Who to go to in the event they have an incident they wish to report/speak to someone about. Violence (of any kind on campus) is not tolerated and there are avenues to reporting etc."

"Respect for all."

"That this should be a safe environment for them and if they feel threatened in any way - they should know that support is available."

"Their right to say 'no' and signposting to where they can find help and support."



What I Will Do To Reduce Gender Based Violence Within My Organisation

I will lead on taking this forward within my department and the college

Talk to my students and promote student led activity

Promotion within secondary and primary schools

I commit to putting the student interest at the heart of all work to tackle and prevent GBV

Support setting up Glasgow network

Cascade information from today to colleagues

Look to increase the places that students can find information re getting help

I will promote gender equality and challenge GBV in all its forms

North Regional Event - Inverness

Date: Tuesday 19 March 2019

Venue: University of the Highlands & Islands Executive Office, Inverness

Attended: 53 (42 in person, 11 via video conference)

No shows: 6

Cancelled: 2

No of organisations represented: 22

Regional Planning Group

- Anni Donaldson, Knowledge Exchange Fellow & Project Lead, ESCU, University of Strathclyde
- Lorna Watt, Admin & Events Assistant, University of Strathclyde
- Dr Iain Morrison, Dean of Students, UHI
- Lyndsay MacColl, Student Support Manager, UHI

Speakers

- Professor Crichton Lang, Deputy Principal, UHI – Welcome & Introduction
- Richard Lochhead MSP (via video) – Ministerial Address
- Anni Donaldson – Setting the Scene
- Fiona Drouet – Emily’s Story
- Shuwanna Aaron, Women’s Officer, The National Union of Students Scotland – Combatting GBV
- Elaine Fetherston, Executive Manager, Inverness Women’s Aid; Gillian Gunn, Project Manager - Custody & FME Services, NHS Highland; DCI Vincent McLaughlin, Police Scotland – Panel Discussion

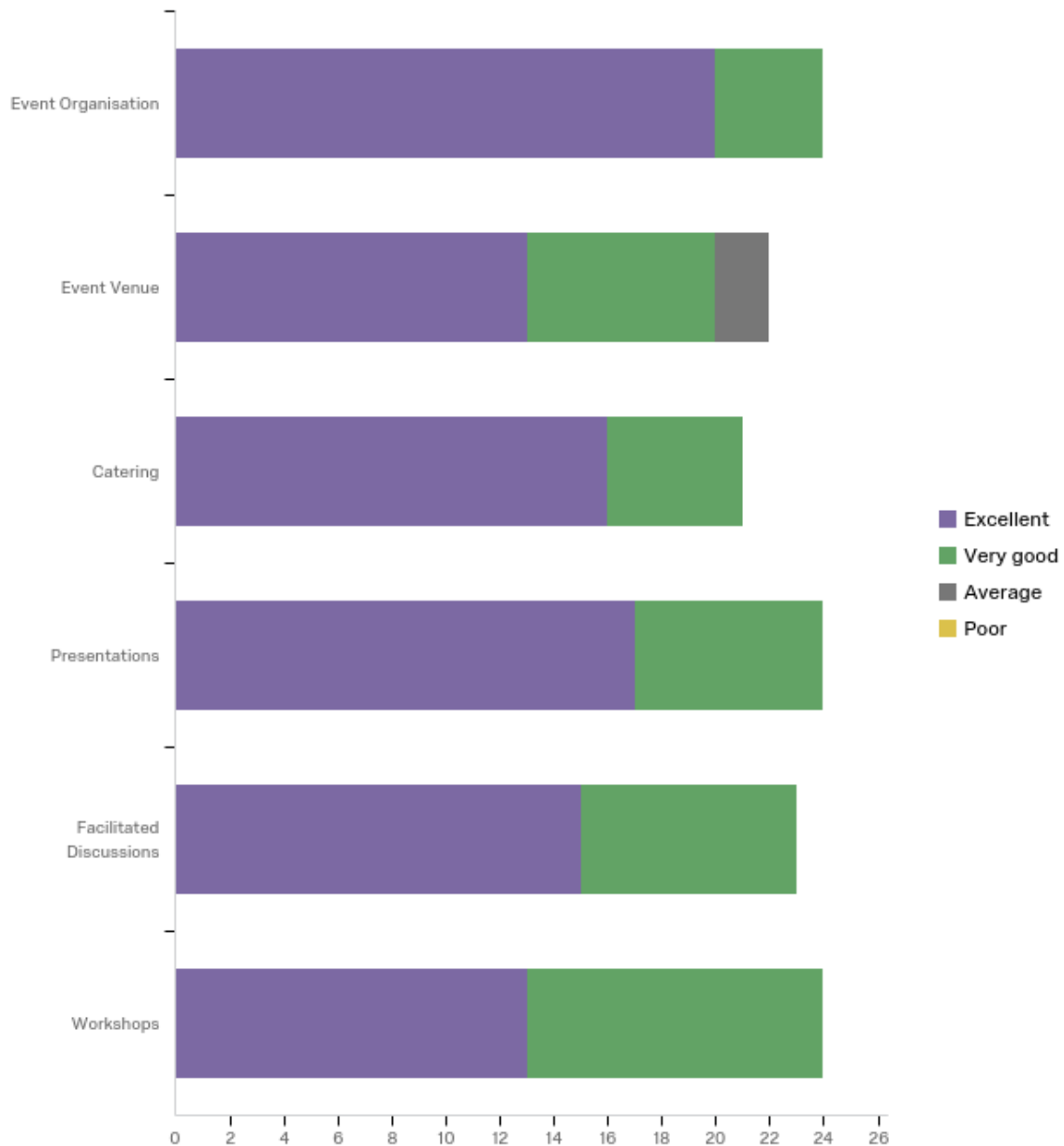
Facilitated Discussions

- The Student Journey
- Gender-based Violence: Crimes or Misconduct?

Workshops

- Implementing the Toolkit – Lyndsay MacColl, Student Support Manager, University of the Highland & Islands & Claire Kilburn-Young, Wellbeing Officer, Inverness College UHI
- Supporting Staff to Respond to GBV– Kathryn Dawson, Sexual Violence Prevention Coordinator, Rape Crisis Scotland & Ailish Carroll-Brentnall, Support Team Lead, RASASH

Event Feedback



Attendee Response Rate: 45.28%

Event Organisation: 83.33% (excellent), 16.67% (very good)

Event Venue: 59.09% (excellent), 31.82% (very good), 9.09% (average)

Catering: 76.19% (excellent), 23.81% (very good)

Networking Opportunities: 82.61% (excellent), 17.39% (very good)

Presentations: 70.83% (excellent), 29.17% (very good)

Facilitated Discussions: 65.22% (excellent), 34.78% (very good)

Workshops: 54.17% (excellent), 45.83% (very good)

What participants particularly enjoyed

"It was a very useful day. Good opportunity to hear more about equality safe in colleges and universities at our local higher education establishment - UHI - and learn how we can support it as a third sector organisation working in the field of gender based violence."

"The presentations and discussions were amazing."

"Discussing a new angle on GBV, i.e. the campus setting was really interesting. Fiona Drouet's input was moving and brave and brought home the tragic reality of what we are dealing with."

"I have taken a lot of information away, only comment I would make is if the event could be longer."

"It was excellent. It has given me good contacts for potentially setting up presentations/workshops in my organisation."

"Getting a clear understanding of the context and breadth of GBV work. Emily's Story - very personal and very powerful and definitely reinforced the need for more cohesive GBV support."

"It was a great day bringing together people from within the UHI network with external people - lots of potential for mutual support and progressing work on GBV."

"The event was very well organised, and the hosts delivered an incredibly welcoming and supportive environment which led to open discussion and active engagement by everyone involved in the facilitated discussions."

"An incredibly positive event with a very powerful and emotive input by Fiona Drouet which very much set the scene for the critical importance of the partnership working on this strategy."

"Today was like a supercharged injection of ideas, support and motivation. Lots and lots of action points!"



What are the key messages we should be sending out to new students during Fresher's Week 2019

“Sexual Violence is not acceptable - in any shape or form - and the university will deal with perpetrators swiftly & firmly.”

“That actions do not have to be physical or sexual in nature to constitute GBV, and that in addition to other factors in someone's life can lead to serious mental health issues. In light of the above it is also important to stress that regardless of sex/ gender identity, that coercive and controlling behaviour can have this effect.”

“Seek help immediately if they suspect they are not being treated well by anyone.”

“Real life examples of people who have been sufferers of GBV and deeper explanation of what is and is not normal behaviour in a relationship. All students should be strongly encouraged to report any signs of GBV that they notice either to themselves or their peers, and they should be given the contacts/channels of how to do so.”

“The university culture is respectful of consent and actively discourages sexism.”

“Ensure they are aware of what GBV actually is - give examples. Ensure they know there is a zero tolerance of GVB. Ensure they are given reassurance that if they disclose to a member of staff, their disclosure will be taken seriously and they will be supported.”



What I Will Do To Reduce Gender Based Violence Within My Organisation

To support UHI in its mission to tackle & prevent GBV in any way I can

Continue to promote and support partnership working and sharing of experience

Get to know the toolkit to ensure the best support is provided

After today I may be able to offer an intervention for students etc. which is creative and unique to Highland

I will challenge social norms that support violent behaviour

Make other people get involved too

Make our service more accessible, appealing to a wider range of women

I will always provide an ear and make sure that anyone knows that there is always a way to get help and a way out

Violence is serious issue for students

By Andy Dixon
a.dixon@spp-group.com

EFFORTS have been made to explore how gender-based violence can be prevented on college and university campuses.

The University of the Highlands and Islands hosted a Love Doesn't Hurt event in Inverness aimed at highlighting issues.

Sorcha Kirker, vice-president (higher education) at the Highlands and Islands Students' Association (HISA), was proud to be involved.

She said: "Gender-based violence is a serious issue that affects many students and it is important that both HISA and the university are doing everything they can to ensure we have the most positive and supportive learning environment for our students.

"It is wonderful that we have been able to work closely on addressing this issue and I look forward to continuing this work with the university."



From left: Gillian Gunn, Detective Chief Inspector Vincent McLaughlin, Anni Donaldson, Iain Morrison, Shuwanna Aaron, Fiona Drouet, Sorcha Kirker, Elaine Fetherston and Lyndsay MacColl.

Dr Iain Morrison, dean of students at the university, said: "The University of the Highlands and Islands takes our responsibilities to our students and staff very seriously.

"We want every one of them to flourish and reach their full potential. Part of that is helping to ensure

that they study and work in a healthy and supportive environment and culture."

Speakers at the event included Fiona Drouet from the Emily Test campaign. She spoke about the death of her daughter, a law student who took her own life after being subjected to emotional and physical abuse

by her former boyfriend.

Delegates also watched a video from MSP Richard Lochhead, Scotland's minister for further education, higher education and science, who underscored the government's commitment to tackling gender-based violence.

"We are determined that

our campuses should be places where students can flourish, and where staff and students are empowered to tackle gender-based violence with absolute confidence," Mr Lochhead said.

The event was part of a series of three workshops taking place across Scotland to support the implementation of the Equally Safe in Higher Education Toolkit.

The toolkit, funded by the Scottish Government, developed by the University of Strathclyde and launched last year, provides a resource for colleges and universities to tackle gender-based violence.

It includes information about the signs that someone may be in an abusive relationship, including changes in performance, missing classes and isolation from peers.

■ The toolkit can be accessed at www.strath.ac.uk/humanities/schoolsocialwork/socialpolicy/equallysafeinhighereducation/eshetoolkit

University looks at tackling gender-based violence

EDUCATION

BY ALISTAIR MUNRO

The University of the Highlands and Islands has hosted a one-day event to explore how gender-based violence can be prevented on college and university campuses.

The Love Doesn't Hurt event featured addresses from a range of guest speakers, including Fiona Drouet from the Emily

Test campaign who spoke about the tragic death of her daughter, a law student who took her own life after being subjected to emotional and physical abuse by her ex-boyfriend.

Delegates also watched a video address from Richard Lochhead MSP, minister for further education, higher education and science.

He thanked attendees for coming together to discuss gender-based violence and underscored the

government's commitment to tackling it.

He said: "We are determined that our campuses should be places where students can flourish, and where staff and students are empowered to tackle gender-based violence with absolute confidence."

The event is part of a series of three workshops taking place across Scotland to support the implementation of the

Equally Safe in Higher Education Toolkit and to distil key lessons from Freshers' Weeks and start

"Our campuses should be places where students can flourish"

of college year activities to inform future awareness work across Scotland's colleges and universities.

The toolkit, funded by the Scottish Government, developed by Strathclyde University and launched last year, provides a resource for colleges and universities to tackle gender-based violence.

It includes information about the signs that someone may be in an abusive relationship, including missing classes and isolation from peers.

Dr Iain Morrison, dean of students at the university,

helped to develop the toolkit and organise the Love Doesn't Hurt event.

He said: "The University of the Highlands and Islands takes our responsibilities to our students and staff very seriously.

"We want every one of them to flourish and reach their full potential. Part of that is helping to ensure that they study and work in a healthy and supportive environment and culture."

Press + Journal, 22 March 2019

East Regional Event - Stirling

Date: Friday 29 March 2019

Venue: Stirling Court Hotel, University of Stirling

Attended: 70

No shows: 9

Cancelled: 20

No of organisations represented: 35

Regional Planning Group

- Anni Donaldson, Knowledge Exchange Fellow & Project Lead, ESCU, University of Strathclyde
- Lorna Watt, Admin & Events Assistant, University of Strathclyde
- Jill Stevenson, Dean for Equality, Diversity & Inclusion & Head of Student Support Services, University of Stirling
- Suzanne Marshall, Lead Curriculum & Teaching, College Development Network
- Keith Mackle, Assistant Director, Student Services; Margaret Wyllie, Residences Officer & Enquiry Centre Manager; Sarah Browne, Student Support Worker; University of Dundee
- Ailsa Ritchie, Director of Student Services, University of St Andrews
- Alison Ramsay, Head of Governance, Abertay University
- Elley Petrie, CEO, Abertay Students Association

Speakers

- Jill Stevenson – Welcome & Introduction
- Richard Lochhead MSP (via video) – Ministerial Address
- Anni Donaldson – Setting the Scene
- Fiona Drouet – Emily’s Story
- Dr Marsha Scott, Chief Executive, Scottish Women’s Aid – Keynote Address

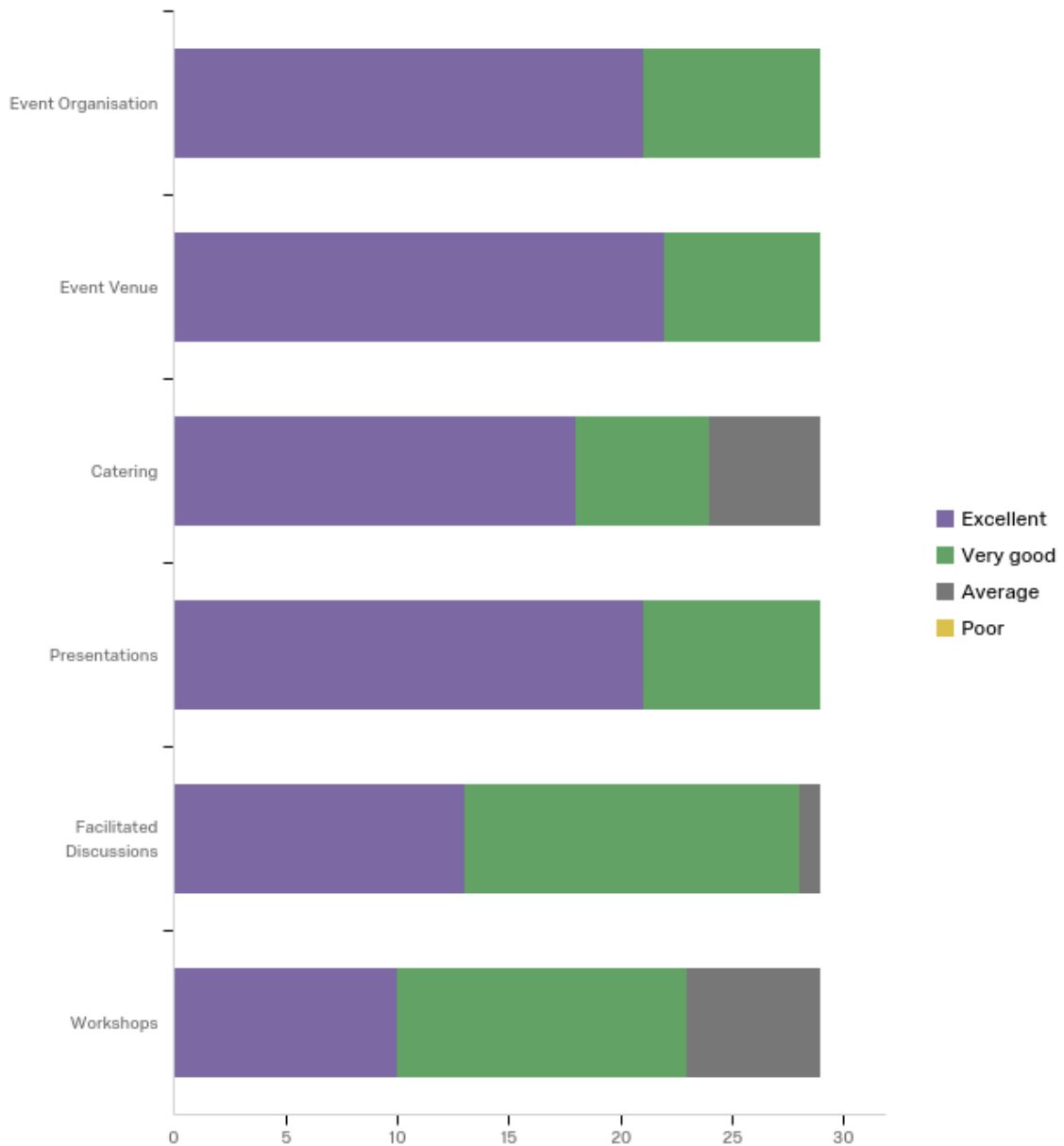
Facilitated Discussions

- The Student Journey
- Measuring Effectiveness
- Gender-based Violence: Crimes or Misconduct?

Workshops

- Report & Support & Regional Approaches to GBV, Fearless Edinburgh - Filippo Antoniazzi, Director of Student Life, Robert Gordon University; Mark Wilkinson, Head of Student Wellbeing & Inclusion, Edinburgh Napier University
- Supporting Students in Colleges - Suzanne Marshall, Lead Curriculum & Teaching, College Development Network
- Partnership Working - Jill Stevenson, Dean for Equality, Diversity & Inclusion & Head of Student Support Services, University of Stirling; Astrid Smallenbroek, Union President, University of Stirling Students’ Union; Vered Hopkins, Protecting People Lead Officer, Dundee H&SCP; Asma Hussain, Outreach Worker, Shakti Women’s Aid
- Supporting Staff to Respond to GBV -Lauren O’Rourke, Training & Education Coordinator FE & HE, Rape Crisis Scotland; Laura Wylie, Equally Safe Coordinator, Abertay Students Association; Erin Russell, Head of Student Guidance & Wellbeing, University of Stirling; Jennifer Paton, Head of HR Partnering, University of Stirling

Event Feedback



Attendee Response Rate: 41.42%

Event Organisation: 72.41% (excellent), 27.59% (very good)

Event Venue: 75.86% (excellent), 24.14% (very good)

Catering: 62.07% (excellent), 20.69% (very good), 17.24% (good)

Networking Opportunities: 82.61% (excellent), 17.39% (very good)

Presentations: 72.41% (excellent), 27.59% (very good)

Facilitated Discussions: 44.83% (excellent), 51.72% (very good), 3.45% (good)

Workshops: 34.48% (excellent), 44.83% (very good), 20.69% (average)

What I Will Do To Reduce Gender Based Violence Within My Organisation

I will embed GBV within our safe-guarding policy & reflect on how we can include GBV in our resilience programmes

Promote further partnership working with DSA on Zero Tolerance

Keep challenging!

I pledge to advocate for a more effective Report & Support System at my institution

I will continue to speak out and look to work with others both inside and outside the University

Develop a discipline process that is robust and fair to all partners

Train our sports club on what GBV is and the help available on and off campus

I will request training for staff who might encounter disclosures of GBV

What participants particularly enjoyed

"I thought the event overall was informative with different perspectives, I enjoyed hearing from the speakers bringing these issues to life in quite shocking and thought provoking ways. I'm not sure enjoyed is the right word but I think it was important to hear and very powerful."

"I enjoyed the morning talks and really enjoyed the facilitated discussions - very interesting and very helpful."

"I felt Fiona Drouet's presentation was absolutely pivotal re: situating the event in real terms and highlighting how vital these issues are in our role. Can't thank her enough for sharing with us and for her work in moving things forward."

"Really well organised and every event throughout the day was engaging and highly thought-provoking."

"The content of the conference was interesting and relevant, particularly the opportunities to share best practice in workshops and facilitated discussions."

"A good variety of organisations represented."

"A very full day that was a privilege to attend - especially meeting Fiona (Emily's mum) and not a wasted minute."



What are the key messages we should be sending out to new students during Fresher's Week 2019

"Have fun, stay safe and show respect to yourself and others! Giving them key support information is vital so they can get help if needed."

"We need to highlight what the different forms of GBV are and ensure the support available for students is well publicised in various formats."

"Explanation of types of behaviours which are unacceptable, which may be regarded by some as 'harmless' or 'banter'."

"Abusive, violent behaviour is unacceptable. Don't suffer in silence, talk to someone. Staff at College will take this seriously and will help."

"That students shouldn't feel ashamed/nervous about talking about these issues."

"Everyone can play a part in addressing GBV issues. A campus which clearly opposes GBV and seeks to prevent it is achievable. A campus which is open about prevention benefits everyone regardless of their gender."

"That GBV should not be tolerated and should be reported."

"Early intervention is vital: if you're struggling, get in touch with us. Let all students (and potentially, parents/carers) know who can help and where to find us. More visibility for support before students arrive and in Fresher's Week, and reassurance to students that they should never feel ashamed if they don't feel right about a situation. Help students feel confident about what consent and GBV are so there's no pressure to normalise or hide a bad situation, and speak up if things aren't okay."



List of Organisations Represented

Aberlour Childcare Trust
Abertay Students Association
Abertay University
Ayrshire College
Caithness & Sutherland Women's Aid
City of Glasgow College
Cityheart Living
College Development Network
Community Safety Glasgow
Dumfries and Galloway College
Dundee and Angus College
Dundee Health & Social Care Partnership
East Ayrshire Council
East Ayrshire Women's Aid
East Renfrewshire VAW Partnership
Edinburgh College
Edinburgh College of Art
Edinburgh Napier University
Edinburgh University Students' Association
#EmilyTest
Fife College
Forth Valley College
Forth Valley Rape Crisis
Glasgow Caledonian University
Glasgow City Council
Glasgow Clyde College
Glasgow East Women's Aid
Glasgow Kelvin College
Heriot-Watt University
Highland Council
Highlands and Islands Students' Association
Improvement Service
Inverness College UHI
Inverness Women's Aid
Lews Castle College UHI
Moray College UHI
National Union of Students Scotland
New College Lanarkshire
Newbattle Abbey College
NHS Ayrshire & Arran
NHS Health Scotland
NHS Highland
North East Scotland College
North Highland College UHI
Perth College UHI
Police Scotland
Rape Crisis Scotland

Rape and Sexual Abuse Service Highland
Robert Gordon University
Sabhal Mòr Ostaig
Scotland's Rural College
Scottish Association for Marine Science UHI
Scottish Funding Council
Scottish Government
Scottish Women's Aid
Shakti Women's Aid
Shetland College UHI
South Lanarkshire College
Student Awards Agency Scotland
The STAR Centre
University of Dundee
University of Edinburgh
University of Glasgow
University of Glasgow Students' Representative Council
University of St Andrews
University of Stirling
University of Stirling Students Union
University of Strathclyde
University of Strathclyde Students' Union
University of the Highlands & Islands
University of the West of Scotland
West College Scotland
West Highland College UHI
West Lothian College
White Ribbon Scotland

Total number of organisations represented - 75

Total number of people attended events - 205

Equally Safe in Colleges and Universities

equallysafe@strath.ac.uk

June 2019

#loveESCU

