**Addressing GBV and Sexual Harassment Strategy Group**

**Priority Action Plan**

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|  | **Description** | **Timescale** | **Responsible** | **Progress** |
| 1 | Contribute to the completed review of the Code of Practice on Student Discipline (non-academic). | New Code, and associated documents, to be in place for the start of the 2023/24 Academic Year. | Nick Edwards (NE) | Business Committee approval in March 2023 and final approval at Court on April 26th, 2023. |
| 1A | Create accompanying procedures for supporting of sexual misconduct disclosures and their investigation if against another member of the University community for the Code. | In advance of new Code coming into force in September 2023. | Lisa Kilgour (LK) | This work is underway and will be part of the Summer Intern work plan from 17th July 2023. Documents will be completed and online by the start of term and no later than 1 September 2023. |
| 2 | Restart conversation with RGU, NESCOL, Police Scotland and Third Sector on establishing Fearless Aberdeen, based on other Scottish initiatives, instigated in Edinburgh. | Summer 2023 | NE & LK | NE attended meeting of Fearless Edinburgh (18 November 2022) to observe operation and has confirmed RGU, NesCol, Rape Crisis, Womens Aid, Police Scotland and EmilyTest desire to support. NE and LK to progress all party meeting to scope out FA in August/September 2023. |
| 3 | Review Online Confidential Reporting Tool content and effectiveness. Explore commercial option for “Report and Support” and undertake a comparison in effectiveness. | 2022/23 Academic Year | NE & LK | Review has been completed and changes to the tool were completed in April 2023. |
| 3A | Publish Statistics relating to incidents of GBV on our website and incorporate regular review of these into the routine business of the SG and EDIC. | September 2023 | NE and LK | Following review of Reporting Tool this will form part of the work of our Summer Intern and will be completed before the end of September 2023. |
| 4 | Explore options for Consent awareness training within the Student Body, including training of student leaders and Bystander Training. | For August/September 2024. | CASE/AUSA/LK | Ongoing discussions are taking place with AUSA and with EmilyTest on their “Consent Module”. Consideration will be given to approach taken at September 2023 SG meeting. |
| 5 | Look into new role of “first responder”, similar to that of MHFA, and establish how this would operate and seek approval through SMT. Likely to be done via short term, T&F subgroup. | September 2022 - present | NE | LISTEN training has overtaken the RC training which is on pause due to resourcing issues with RC. A new network has been established for LISTEN and training is being rolled out, and planned, for next AY. Details of individuals trained in LISTEN will, in due course, be published online and materials to highlight their “status” also provided. |
| 6 | Explore options for wider staff training on GBV through RCG and seek resourcing for this being offered widely. This should include training on managing disclosures; wider impact of GBV on society; spotting the signs of abuse; and taking care of yourself. | On pause | NE, FS | On pause - see above. |
| 7 | Progress our role as a fully engaged institution for the EmilyTest charter and work through the minimum standards document with EmilyTest in advance of our formal charter submission in August 2023. | Formal application for charter to be submitted in 2023. | NE, LK | University of Aberdeen is fully engaged with the EmilyTest Charter and is due to formally “take the Emily Test” in August 2023. Ongoing meetings with EmilyTest taking place and a Task and finish group established so that there is a lead for progressing each principle of the Minimum Standards. |
| 8 | Introduce new Risk Assessment process to disclosures of Sexual Misconduct between members of the University community (a formal process for use by frontline staff on immediate risk, and an escalated panel process for complex cases) | During 2021/22 Academic Year | NE | First training session for LISTEN tool on 26 September 2022 with range of additional dates completed and in the diary to the end of AY2022/23.    NE and Jemma Murdoch undertook enhanced disclosure training in DASH in September 2022. |
| 9 | Harmful Traditional Practices – look at increasing awareness and understanding of HTP and support the education and proactive support for staff and students on HTP (including forced marriage/ FGM). | During 2022/23 Academic Year | NE | Initial discussion between NE and Neelam Sarkaria with follow up due in 2023. Invite NS to future meeting to speak to group and discuss option for a UoA statement against HTP. |
| 10 | Maintain a constant awareness of the impact of re-traumatisation and vicarious trauma on our community and establish support and signposting to ensure staff and student safety while engaging with issues linked to GBV. | During 2022/23 Academic Year | ALL | GBV pop-ups, led by the strategy group, have been ongoing at locations across our campuses since 16 Days of Activism in November 2022. |
| 11 | Initial Annual Review of GBV Policy | Commence September 2022 | NE | Initial review discussed by SG in early 2023, recommending no formal changes needed. Next review in early 2024 and every two years thereafter or following any significant change in good practice or process. |
| 12 | Review and resign Joint Statement of Commitment | Commence January 2025 | NE | To be commenced in late 2024. |
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| COMPLETE | Recruit new, student, resource through our Intern Plus Scheme to partly support work linked to GBV and the Strategy Group. | November 2021. | NE | COMPLETED - Penny McCullough (PM) commenced the Internship on Monday 15 November 2021.  Holly Turner commenced the Internship on Monday 7th November 2022. |
| COMPLETE | Review and relaunch our “Joint Statement of Commitment” with AUSA and have endorsed and launched by senior representations from each organisation. Created in 2019, planned as a three yearly commitment which is due for relaunch in 2022. | February 2022. | NE and Ivana Drdakova (ID) | COMPLETED New Joint Statement was signed in April 2022 and is due for review in Spring 2025. |
| COMPLETE | As part of Policy Launch, effectively promote 16 Days of Action and various elements of support and awareness linked to GBV at the University and externally. Review wider communications and events plan (with appropriate EDIC Subgroup) to maintain awareness during the year. | November/December 2021 | NE | COMPLETED – Programme of comms completed together with all staff messaging and reminder about GBV training for staff and students. |
| COMPLETE | Formal approval at PaRC of our GBV Policy. | By December 2021 | Lindsey Hamilton (LH), NE, Fiona Smith (FS) | COMPLETED - Draft approved by PaRC in November 2021. |
| COMPLETE | Communicate Policy to University Community | December 2021 | LH, FS and NE | COMPLETED – Staff and student comms issued as part of 16 Days. Will also be part of rolling communications plan. |
| COMPLETE/ONGOING | Review information and support on our website linked to GBV and the Confidential Online Tool. | February 2022 | PM supported by NE | COMPLETED AND ONGOING – this will be transferred to the BAU work of a member of the Student Support team following recruitment in Summer 2022 |
| COMPLETE/ONGOING | Work towards applying for the EmilyTest Charter and establish support for this work. | December 2021/January 2022 (Deadline for initial applications is 31 January 2022). | NE | COMPLETED AND ONGOING Application to Pledge accepted in March 2022 and working group will be established for the 2022/23 AY. |
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