**ADDRESSING GENDER BASED VIOLENCE AND SEXUAL HARASSMENT**

**STRATEGY GROUP**

*REMIT AND COMPOSITION*

**REMIT**

* To oversee, and have accountability for, the development of the University’s strategy for addressing gender-based violence and sexual harassment (**GBV**) impacting upon University staff and students.
* To review and implement, where appropriate, the Equally Safe in Higher Education Toolkit and any subsequent initiatives in place through the Scottish Government.
* To develop and monitor an appropriate policy to address issues linked to GBV, and ensure that clear guidance is put in place on reporting, investigating and potential disciplinary action (taking account of best practice across the Sector) in relation to instances of GBV within the University community.
* To work with staff, students and associated organisations to coordinate events and campaigns to raise awareness of issues relating to GBV in society.
* To develop a suite of training:
* To ensure that appropriate staff are trained to respectfully respond to a disclosure, in line with University Policy;
* To ensure that staff understand and can access basic information on the issues linked to GBV and the work of a University;
* To offer risk assessments to members of our community making a disclosure, both at a local level for first time disclosure and for senior staff considering interventions following escalation;
* Work with AUSA to develop additional student focused training on a range of GBV and linked issues, including safe sex education workshops, online courses and resources, focused on issues such as consent and healthy relationships.
* To oversee, and work with IT, on the development and continued operation of an effective online reporting tool and the appropriate procedures in support of this tool.
* To oversee the institutions work with EmilyTest and the progression of our applications to the EmilyTest Charter.
* To initiate and co-ordinate an appropriate communication strategy around the support available to staff and students, in terms of reporting and also encouraging disclosure.
* To develop an appropriate mechanism to review the prevalence and impact of sexual misconduct on campus; analysing data that includes and goes beyond reporting statistics.
* To review the impact of the work undertaken on reducing the prevalence of sexual violence and harassment within the University.
* To review and progress opportunities in the Sector around GBV, through the participation in local, national and international projects and groups.

**COMPOSITION**

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| **Membership** | **Composition** |
| Nick Edwards (Convenor) | Deputy Director of People |
| Lisa Kilgour (Clerk)  | Student Support Adviser  |
| Fiona Smith  | Head of HR Partners  |
| Sai Shraddha S. Viswanathan | Students’ Union Sabbatical representative: Vice President Welfare |
| Ellie Dick | Students’ Union Staff representative: Student Adviser |
| Kylie Rolle/Rhona Grant | Representative from CASE |
| Anna Shea | Head of Counselling & Specialist Support |
| Jemma Murdoch | Deputy Head of Student Support Services |
| Karen Scaife | Student Engagement Manager |
| Janine Chalmers  | Head of Organisational Development |
| Lindsey Hamilton  | Senior HR Partner (Complex Cases) |
| Keith Campbell | Head of Security, Representing Estates |
| Jen Phillips | Head of Communications |
| Laura Benvie/Owen Cox | Trade Union Representative (UNISON)  |
| Melanie McCann | School Administration Manager Representative  |
| Kerry Watson | Representative from Student Accommodation: Student Support Manager (Accommodation and Advice)  |
| Graeme Brown/Sone Erikainen | Academic Staff Representative(s) |

Additional contributions may be requested from other individuals at the Conveners discretion.

Where additional input is needed in respect of any projects or issues to be considered by the Committee, the appropriate individual(s) will be co-opted as advisory members, as or when required. This could include representatives from the following areas or external organisations:

* School representatives
* Workplace Dignity Network members
* NHS
* Police Scotland
* Rape Crisis/Women’s Aid/Third Sector