

EQUALLY SAFE GENDER-BASED VIOLENCE PREVENTION ACTION PLAN

WORKING TOGETHER FOR A SAFER COMMUNITY



Each priority has a set of aims designed to progress the priorities and ensure implementation across all areas of the College during AY 2018-19 through to AY 2019-20.

Strategic Priority	Aim	Actions	To be completed by whom / timeline	Arrangements for monitoring progress / impact	Progress to date
1. Prevention	1.1 Policy Development	<p>Develop a student and staff Gender-based Violence Prevention Policy taking account of the College's Gender-based Violence Prevention Strategy.</p> <p>Review existing policies and practices and carry out further Equality Impact Assessment (EIA).</p> <ol style="list-style-type: none"> 1. Student and staff disciplinary policies 2. Student Code of Conduct 3. Protecting Young People & Safeguarding Policy and procedures 	<p>June 2019. Head of Student Services in consultation with the Head of Human Resources (HR).</p> <p>September 2019. Head of Student Services, Head of HR and the Curriculum Manager for Quality.</p>	<p>Progress monitored by SMT safeguarding Group. Policy will be reviewed by the HR Committee of the Board of Management (BoM).</p> <p>Progress monitored by the Safeguarding Group and Quality Enhancement Group (QEG). Policy will be reviewed by the HR Committee of the BoM.</p>	<p>Draft policy produced and submitted to Head of HR for consultation/comment.</p> <p>Aim to have policies reviewed and in place by September 2019.</p>

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	1.2 Strategic Leadership	<p>Scottish Government's Equally Safe Strategy launch of GBV Support Cards.</p> <p>Equally Safe Toolkit shared with CMT</p> <p>Head of Student Services who has responsibility for safeguarding within the College, identified as Strategic GBV Prevention Lead.</p> <p>SMT to act as champions to implement College's GBV Prevention Strategy.</p>	<p>September 2018. Head of HR.</p> <p>February 2019. Head of Student Services.</p> <p>May 2019. Depute Principal.</p> <p>June 2019. Launch of the College's GBV Prevention Strategy SMT/CMT.</p>	<p>Updates provided to SMT/ CMT and Safeguarding Group. Dissemination to Faculty Team meetings and Departmental meetings.</p> <p>Head of Student Services to provide monthly updates to SMT/CMT on progress.</p> <p>Marketing activity monitored by Head of Marketing.</p>	<p>September 2018 All staff email sent to highlight Scottish Government's Equally Safe Strategy. Launch of GBV support cards to all staff. Cards inserted into staff ID card holders.</p> <p>Equally Safe Toolkit shared with SMT/CMT. Document on College document portal Action completed by February 2019.</p> <p>In place by May 2019.</p> <p>Promotional activity taking place on website, student and staff newsletters and social media platforms. To take place by June 2019.</p>

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		SMT to incorporate GBV prevention into College strategy and forward planning. A strong focus on campus safety and an understanding that GBV affects everyone within the College community.	Continuous monitoring of campus security through the use of ID badges/ secure entry areas/CCTV/ policies and rocedures enabling a zero tolerance approach to instances of GBV on campus. All staff undergo a Disclosure Scotland PVG process and undertake mandatory safeguarding training. Referral pathways available for staff and students impacted by GBV.	Review by SMT/CMT. Monitored at Health & Safety Committee and Safeguarding Group	
	1.3 Safeguarding Group	GBV prevention will be added to the remit of the Safeguarding Group. The Group is chaired by the GBV Strategic Lead who has responsibility for safeguarding procedures. The Group will monitor and review the College's GBV Prevention Action Plan against targets set.	June 2019. Head of Student Services.	Progress monitored at quarterly Safeguarding group meetings. Review by SMT/CMT.	Draft ToR circulated to members of the group. Policy development to be discussed and shared with members. Review at the June 2019 meeting.

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		<p>This group has cross-college representation with the President of the Students' Association being a member.</p>			
2. Support & Wellbeing Framework	2.1 Trauma-informed Support	<p>Using case studies, survivors' experiences and statistical information, continue to develop policy and enhance supported pathways. Continue to facilitate a person-centred approach when supporting students and staff.</p> <p>Ensure those supporting survivors have an understanding of the interrelation between trauma and symptoms of trauma and arrange for appropriate internal/external referrals to be done.</p>	June 2020 Head /Depute Head of Student Services, Head of HR/Training Officer, Faculty Management teams.	<p>Ongoing review, development and impact of support services through the self-evaluation (SE) and operational planning (OP) processes.</p> <p>Progress monitored at quarterly Safeguarding Group meetings.</p> <p>Student and staff informal feedback.</p> <p>Student and staff questionnaires results.</p> <p>Progress monitored by Equality Group and Mental Health Group.</p> <p>Review by SMT/CMT.</p>	<p>Draft Faculty and Departmental OP 2019-20 and SE 2018-19 process. Combined College Action Plan following annual SE process.</p> <p>Ongoing monitoring by SMT/CMT.</p>

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	2.2 Holistic Wellbeing Support	<p>There should be clear and accessible online, telephone, email and face-to-face reporting and/or disclosure pathways. A new designated student support email address to be created: student.support@slc.ac.uk.</p> <p>Continue to provide confidential, non-judgemental intervention support to victims/survivors of GBV with the onus on safety and health and wellbeing.</p> <p>Continue to work in partnership with local statutory and specialist support agencies.</p> <p>Designated GBV prevention section on the College website.</p> <p>Information on GBV prevention in the Student Handbook. GBV prevention and disclosure pathways detailed in the Learner Induction Safeguarding Video.</p>	<p>September 2019. Head of Student Services/ IT Services</p> <p>March 2019 Student Services, HR.</p> <p>March 2019 Student Services, HR.</p> <p>May 2019 Depute Head of Student Services.</p> <p>August 2019 Head of Student Services.</p>	<p>Ongoing monitoring by SMT/CMT</p> <p>Ongoing progress monitored through Safeguarding Group.</p> <p>Ongoing Guidance and Support function monitored by the Head of Student Services, Head of HR.</p>	<p>Email address set up by IT staff. Accessible by Guidance and Support staff through Student Services.</p> <p>Referrals made and priority may be given to those impacted by GBV.</p> <p>Counselling referrals/ waiting list statistics continually reviewed.</p> <p>Annual Counselling Service Report produced which identifies GBV referrals.</p>

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	2.3 Staff Training	<p>GBV prevention training for key staff to ensure they have the necessary knowledge and skills to support those impacted and deliver appropriate response pathways for them. Staff in key roles should be familiar with the principles of GBV risk assessment and safety planning when working with GBV victims/survivors.</p> <p>Provide training opportunities for staff to understand intersectionality barriers and how this can impact those affected by GBV.</p> <p>Staff have a knowledge of local statutory and specialist GBV services.</p> <p>Training and guidance for those involved in investigating reports or complaints of GBV on campus.</p>	<p>June 2019. GBV prevention training provided to staff. Head of HR/Training Officer.</p> <p>June 2019 College staff and student Gender-based Violence Prevention Policy. Head of Student Services.</p> <p>August 2019 Faculty/Departmental team updates. Head of Student Services</p> <p>August 2019 Safeguarding training and ongoing CPD. Head of Student Services. Head of HR</p>	<p>Ongoing monitoring by SMT/CMT.</p> <p>Ongoing progress monitored through Safeguarding Group and Equality Group. Ongoing identification and review of staff training needs carried out as part of the career review process.</p> <p>CPD requests.</p> <p>Student and staff informal feedback.</p> <p>Feedback through formal questionnaires.</p> <p>Training evaluative statistics.</p>	<p>Designated staff development days scheduled for June 2019.</p> <p>Staff & Student Association (SA) attendance at GBV prevention conferences and training seminars. Scottish Funding Council (SFC) and Colleges Development Network (CDN) 'Love Hurts' sector events. Actioned March 2019.</p> <p>Staff have been issued with GBV Support information cards. Actioned September 2018.</p> <p>Equally Safe Toolkit circulated to CMT. Actioned February 2019</p>

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3. Awareness Raising & Changing Attitudes	3.1 Gender-based Violence Prevention Campaigns	<p>Deliver college-wide campaigns promoting gender-based violence prevention.</p> <p>Marketing production of GBV prevention campaign materials. Make use of online and social media platforms and cross-college electronic screens. Work in partnership with the SA to ensure maximum buy-in and student engagement.</p>	<p>Continue during academic year (AY) 2018-19 through to AY 2019-20.</p> <p>Student Services, SA, Faculties, HR and Head of Marketing.</p>	<p>Ongoing monitoring by SMT/CMT.</p> <p>Ongoing progress monitored through Safeguarding Group and Equality Group.</p>	<p>GBV prevention campaign in conjunction with national campaign using posters, electronic screens, social media and ‘behind the toilet door’ promotions.</p> <p>Focus on eradicating gender-based violence from our community.</p> <p>Actioned November 2018.</p> <p>Events and activities to continue during AY 2018-19 through to AY 2019-20.</p> <p>Student Services, Marketing, SA, Faculties and HR.</p>

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	3.2 Events & Activities	<p>Facilitate GBV prevention events and activities across the College. Work in cross-college, cross-faculty partnership to promote professional dialogue, awareness around GBV prevention and highlight support available for victims/survivors.</p> <p>Work in partnership with the SA to ensure maximum buy-in and student engagement.</p>	Events and activities to continue during AY 2018-19 through to AY 2019-20. Student Services, SA, Faculties and HR.	<p>Ongoing monitoring by SMT/CMT.</p> <p>Ongoing progress monitored through Safeguarding Group and Equality Group.</p> <p>Event questionnaire feedback.</p> <p>Student and staff informal feedback.</p>	<p>GBV prevention event took place in college in partnership with a wide range of specialist support agencies. Guidance, advice and support on GBV prevention was available to all members of the College community.</p> <p>Tea for Consent video was screened in the College Library. Actioned November 2018.</p> <p>Events and activities to continue during AY 2018-19 through to AY 2019-20. Student Services, SA, Faculties, HR and Marketing.</p>

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