



University of Essex



# **Additional actions to tackle harassment and sexual violence against women following institutional consultation**

---

Publication date:      October 2021

# Table of Contents

<b>Theme 1: Response</b>	<b>1</b>
<b>Theme 2: Support</b>	<b>2</b>
<b>Theme 3: Prevention</b>	<b>3</b>

---

# Theme 1: Response

Action	Owner	Timescale
a. Zero tolerance policy to be made more accessible to students and inclusive of all communities.	Director of Inclusion	December 2021
b. Implement the following actions from the Conduct Annual Report: <ul style="list-style-type: none"> <li>■ Review how data are captured across the University to support proactive intervention and initiatives to support the University community.</li> <li>■ Seek to understand if there are ways of being able to capture qualitative data from students to support understanding of their experiences, whilst seeking to prevent such feedback re-traumatising students.</li> </ul>	Head of Student Conduct	May 2022
c. Bystander intervention training will be included in the role-based training for Security staff to ensure they are supported to respond and intervene effectively to incidents of harassment and sexual violence. The online Moodle training will be available in Autumn 2021. In-person delivery will be available in Spring 2022.	Head of Security and Campus Safety	April 2022
d. Report and Support awareness raising for staff to be developed and communicated throughout academic year 2021/22.	Director of Inclusion	May 2022

## Theme 2: Support

Action	Owner	Timescale
a. Deliver Report and Support Survey in October 2021 to understand user experience and put in place development plan for the service and its communication.	Director of Inclusion	May 2022
b. The current support available to students will be evaluated so as to identify any gaps and consider how to address these.	Head of Student Wellbeing and Inclusivity	
c. Review the role of Harassment Support Workers and the Harassment Report and Support Service to identify gaps in support for staff and expand the role-based training for the service.	Director of Inclusion	April 2022
d. Recruit additional Harassment Support Workers to extend access to trained staff.	Director of Inclusion	May 2022
e. Identify and introduce further training for Harassment Support Workers, for example in relation to complaints of bullying and harassment procedure.	Director of Inclusion	September 2022
f. Implement the actions arising from the Report and Support survey to ensure better support for staff and students using Report and Support and more timely response to reporting of incidents.	Director of Inclusion	September 2022
g. Consider the use of specific spaces on our campuses in collaboration with the Students' Union, Estates and Campus Services, SWIS, and the Inclusion Team. This will initially include identifying what is required for intersectional common room/liberation spaces for marginalised groups and could also include consideration of provision of 'individual lockable cubicles' rather than 'gender neutral toilets'.	Director of Inclusion and Director of Estates and Campus Services	February 2022
h. Improve diversity of staff representation at all levels, including partners (SU, Health Centre) through the actions set out in the People Supporting Strategy to 2025 (Objective PSS.02).	Director of Inclusion	September 2025

## Theme 3: Prevention

Action	Owner	Timescale
a. Implement the actions in the communications plan developed for AY 2021-22 by the Sexual Misconduct/Consent working group, including implementing specific communications during welcome week.	Senior Wellbeing Manager (SWIS)/ Sexual Misconduct/ Consent working group	October 2021
b. Review and revise the <i>Conflict of interest and personal relationship</i> statement to provide clear guidance to staff and students.	Director of People and Culture	May 2022
c. Develop a new policy: <i>Tackling Misogyny, Harassment and Sexual Violence Against Women</i> .	Director of People and Culture	January 2022
d. Review existing lighting facilities on all campuses and take action to improve where required.	Director of Estates and Campus Services	October 2021
e. Review availability of the SU Safety Bus to ensure more regular access and availability to students on Colchester campus	Students' Union	January 2021
f. Consider the purpose and practice of Equality, Diversity and Inclusion Committees in departments and if/how they can support actions to tackle harassment and sexual violence.	Director of Inclusion	April 2021
g. Establish termly meetings for SU Women's Officers, SWIS, Inclusion Team and Gender Inclusion Champion to ensure consistent communication.	Director of Inclusion	October 2021
h. Continue to review consent training on an annual basis to ensure it is relevant and effective.	Senior Wellbeing Manager (SWIS)	October 2021
i. Bystander intervention training reviewed on an annual basis to ensure it is relevant and effective.	Senior Wellbeing Manager (SWIS)	October 2021