**Response to Protect Warwick Women’s Proposals**

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| 1. **Training** | |
| **i) Revamp training of Staff, RLT and Security regarding sexual violence**  **and consent**  All training must require active participation in order to ensure that all information must be understood. The current Moodle is structured in a way that it can just be skipped through.  The proposed training program must be approved by Sexpression, IHH and WASS.  Including a consent course.  NB: Training is offered by the Survivor’s Trust charity | *We’re supportive.*  *We welcome input from the identified groups on this training. We’ve agreed with you that you will nominate a representative to do this.*  *The training we use is based on advice and guidance from The Survivor’s Trust. The Student Liaison Officers are trained using The Survivor’s Trust accredited ISVA programme.*  *Feedback will be sought on all training delivered.*  *The student voice is always used in service and training development: the Values Moodle was reviewed by students and the SU sabbatical officer team before roll-out.*  *We have shared it with the group so their detailed comments can also be fed in.*  *To improve the effectiveness of the training, we are working to link completion of the Moodle to a verification so students cannot skip it and will be linking completion to the ability to access University services.*  *Where students have not completed the Moodle we will remind them throughout the year via Departmental communications.*    *Almost 500 people have attended weekly Report and Support awareness sessions, and we will continue these sessions.*  *Further, from the 21/22 academic year, the Staff Warwick Values training Moodle will be part of our essential learning package.*  *We are sourcing Consent Collective Playlists as recommended by the Student Advisory Group.* |
| **ii) Regular, obligatory online and in person education for students**  This will serve to replace the current Warwick Values Moodle.  Including but not limited to education and workshops on consent and active  bystanders.  At least 1 2-hour session per term.  Compulsory talks during Welcome Week on consent and active bystanders. | *We’re supportive.*  *There is significant awareness raising and training in place and we are committed to continuously improving it.*  *As above, the Moodle training will become mandatory from the next academic year. Over 10,000 students have taken the training to date, so this is a positive base we must continue to build on.*  *From the 2021/22 academic year term 1 every academic department will have a timetabled mandatory 'Introduction to Active Bystander' workshop for all incoming foundation, UG and PGT students delivered by the Community Values Education Programme team. For other years sessions will be available.*  *Every academic department will have an introductory awareness segment on Report and Support.*  *All sports club and society exec members for 2021/22 will in term 3 have a Warwick Community Values Session and a Report and Support.*  *There will be compulsory awareness talks during Welcome Week from 2021/22.*  *We have a project on 'Toxic Masculinity' education created by Monash University. - led by the current SU Sports Committee Chair.*  *Additionally, from next academic year, there will be:*  *Flip the Script training which focuses on the empowerment of women.*  *White Ribbon Campaign and accreditation Scheme for Male Allies.*  *Peer-to-peer Toxic Masculinity project training.* |
| **iii)**  **Optional workshops for students on self-defence and available**  **support services**  To take place weekly.  Free. | *We’re supportive.*  *In previous years there was a joint SU and Warwick Sport self-defence class ‘This Girl Can’. We will look to help reinstate it/or an improved version of it.* |
| **iv)**  **Resources distributed in Welcome Week**  Including but not limited to: rape alarms, contact cards for support services,  information leaflets on support services and for education on topics including  consent. | *We’re supportive.*  *Support information is already included in welcome packs. Rape alarms and information on support services and for education on topics including consent to be in rooms and available centrally from 2021/22.* |

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| **2. Campus** | |
| **i) Signposted Safe Spaces**  Clear signposting to areas on campus that are staffed 24/7 with trained support staff.  Increased signposting to support services including but not limited to: the Wellbeing  Hub, Nightline, and the proposed pastoral care service outlined in 3i). | *We’re supportive.*  *Increase signposting to support on campus is being designed and printed.*  *For 24/7 coverage see 3i)* |
| **ii) More focus and attention on Amara’s work on street lighting** | *We’re supportive.*  *We will work with Amara on this.* |
| **iii) Distribution of rape alarms**  Free rape alarms to all students, that can be replaced if lost. | *We’re supportive.*  *We will link in with the SU initiative on this.* |
| **iv) Emergency Towers**  Number of emergency towers increased.  Clear signage to said towers. | *We’re supportive.*  *We will review the use of existing emergency towers on campus and increase where needed. We will also include the location of towers on the interactive campus map.* |
| **v) Safety section included to the myWarwick App**  Including but not limited to: emergency contact details, and list of available support  resources or locations. | *We’re supportive.*  *There is already a safety section on the MyWarwick App, but we will work to increase visibility and awareness of it, and of the App as a communication tool as well,* |
| **vi) Police presence on campus**  Notify students via myWarwick when there is an elevated police presence on campus or around campus (including helicopters), giving as much information as possible. Communicate with local police officer to decrease the number of police vans on campus, replacing these with cars. | *The Police have to come onto campus on occasion for reasons that are not within our control and to support the community. We are supportive of this.*  *We have now spoken to our local Police Forces in Coventry and Warwickshire regarding presence of the Operational Support Unit van. Due to the wide geographical remit, and patrol plan - of which the campus is only a part, local Police are not able to inform us in advance of its presence.*  *We will commit to increase communication to the student community about when Police are on campus where this is possible and appropriate.* |

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| **3. Support services -** | |
| **i) Option for immediate pastoral care rather than security/enforcement in**  **the event of sexual assault**  A confidential, independent service that’s available 24/7 to students on and  off-campus.  Designated on-campus building for this service.  Building on service previously discussed with Shame on You Warwick more than 4  Student Liaison Officers. Increase number and diversity of these staff.  *NB: CRASAC ISVA used to have an office in the SU, and are also able to assist in*  *providing/assigning counselling* | *We’re supportive.*  *As an outcome from the discussions held there will be a further meeting specifically on Security with the Director of Wellbeing and Safeguarding.*  *Currently students have access to specialist support 24/7 through the Blue Sky Centre, and, on campus through the Residential Life Team if they are in campus accommodation, and through Campus Security. Staff will support students in accessing Report and Support if they want.*  *The student voice is always used in service development. We are undertaking a review of out of hours student support to identify gaps and improve provision where necessary. We will also enhance partnership working with local services.*  *Using the outcomes of this review, we will consider designated building on campus.*  *Diversity of the Student Liaison Officer team has recently been improved and we will continue to increase numbers.*  *The Sexual and Domestic Violence Adviser will start to use space available in the SU.* |
| **ii) Intersectionality and Inclusivity of Support**  Implement recommendations from Tiana Holgate’s (Welfare and Campaigns SU  officer 19/20) Culturally Competent Care Report, consider how these apply when  supporting minority survivors of SA on campus.  Collaborate with societies to ensure race, gender identity and sexual orientation is  not causing students to have a worse experience or less support from support  services. | We’re supportive.  *Removing the deficit model*  *The Social Inclusion strategy takes the approach of changing systems, processes and culture, and is very much the opposite of the deficit model for our students and staff.  The Inclusive Education Model that is being led by the Education Executive is an example of putting that in practice.*  *The Wellbeing Strategy commits to developing provision that ‘reaches every member of the community.’*  *Training*  *The work that we have been doing with leadership teams is very much focussed on taking an intersectional approach to diversity.  This is also in the core ED&I in HE course that all staff have to do.*  *Wellbeing Support Services have bespoke advanced clinical training identified as part of usual their Continued Professional Development. Security receive bespoke training developed and delivered by an external expert in this area.*  *Recruitment*  *As part of the current review of our end-to-end recruitment practice and processes, we are exploring methods of advertising to increase our ‘reach’ to all sectors of the potential applicant community.  Specifically we are trailing the* *best way of encouraging applicants from under-represented communities through an advertising approach that features those sections of the population that may not otherwise be attracted to certain types of role.*  *We are also supporting recruiting departments to utilise methods of ensuring that the language used in advertising does not contain any subliminal bias and reviewing the training provided to staff around all aspects of recruitment.*  *Wellbeing Support Services’ posts are advertised through specific networks – Black, African and Asian Therapy Network, Tamarind Centre, Refuge, Galop, and Survivors UK.* |
| **iii) Peer Support Group Scheme**  Fund, train, and support peer support groups scheme to support SA survivors.  Collaborating with the SU to do so.  Every group should be facilitated by a trained professional who has also been trained in delivering culturally competent care. | *This is a project being led by the Students’ Union.* |
| **iv) Improve Wellbeing Services**  Employ more staff to ensure shorter waiting times before first appointments, and in  between appointments.  State current fundings given to Wellbeing Support Services.  Increase funding of Wellbeing Services for Warwick students to £50/head. | *We’re supportive.*  *The current average waiting time to be seen by a wellbeing professional for an immediate assessment is 20 minutes and, any urgent issues will be seen by the mental health nurse on the same day.*  *This year we have increased staffing (including mental health nurses) and widened the scope of interventions we can support.*  *Funding of Wellbeing Support Services is approx. £2.6 million per year, which is currently £90 per head.* |
| **v) Language**  Emphasis on the use of content warnings in lectures, reading lists and elsewhere.  Use of clear explicit language rather than euphemism in published communications  etc. – for example: rape rather than non-consensual sex | *We understand and will work with this where we legally can use that language.* |
| **vi) Distribution of Information on Support**  Clear signage with code words to be used with Wellbeing services and the new  support alternative in emergency situations.  Clear signage with contact details of support services. | *To explore further as part of the planned meeting with the Director of Wellbeing and Safeguarding.* |

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| **4. Disciplinary Procedure** | |
| **i) Amnesty for organisers or attendees of the sit-in and occupation**  Amnesty for protestors for any regulations breached whilst protesting. | *We’re supportive.*  *We are not planning to apply any sanctions to the students currently protesting for the sit-in.* |
| Collaboration with the SU to ensure permanent banning of convicted sexual  assaulters from any University or SU-run social events, and all communal spaces on  campus through methods including but not limited to deactivation of ID cards.  Temporary banning of sexual assaulters in ongoing cases which is either removed or  upheld depending on if they are found guilty.  Following a guilty verdict, a separate hearing to evaluate if the offender poses a risk to the students on campus, and if they are likely to reoffend. If so, a lifelong ban from campus must be imposed. | *We’re supportive.*  *Precautionary actions are used to restrict or ban student from campus and permanently excluded students are banned. We will continue to work with the SU on this.* |
| **iii) Sanction Report**  As discussed with Shame On You Warwick, a published report clearly outlining  minimum punishments for all sexual offences.  A published report summarising statistics on reports, verdicts and punishments of  sexual offences each term. | *We’re supportive.*  *This is underway and we will report in September 2021.* |
| **iv) Survivor Support**  Survivors included and heard throughout the process when deciding sanctions. | *We’re supportive.*  *The internal process is survivor-led and they can give an indication of the kind of sanction they would like to see.*  *Reporters are interviewed first in any process and are asked to speak at disciplinary hearings (never face to face with the responding party) or if they would prefer to provide a statement about the impact it has had on them.* |
| **v) Removal of Conflicts of Interest in Cases**  No marketing or marketing-adjacent staff involved in dealing with disciplinary action  in any capacity.  Yearly independent inquiry to ensure this is upheld. | *We’re supportive.*  *All sexual misconduct cases are investigated by independent external investigating officers – never by staff.* |
| **vi) Efficiency**  Set time frames within which each stage of the report process must be dealt with, to  be set and published in places including but not limited to: on the Wellbeing website,  on notice boards in University House, the SUHQ and the Wellbeing Hub, and in the  leaflets given out in Welcome Week, so that survivors know what to expect | *We’re supportive*  *The process is survivor-led and can take as long as they need. Timescales can be published – some are fixed, others are dependent upon the survivor.* |

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| **5. Transparency and accountability** | |
| **i) Public Statement**  Statement to students immediately acknowledging the protest and promising that the University agrees and will be implementing all the demands outlined in this document.  All updates on action related to this published in a central location that all students are made aware of via email.  Students notified of the report in 4iii) via email as soon as it is released. | *We’re supportive.*  *We will publish a statement for students and staff, and we are creating a central web location to set out improvements and actions in this area, including those agreed in these discussions.*  *Students and staff will be notified via their University email.* |
| **ii) CCTV**  CCTV policy and procedure published, including but not limited to: length of time  CCTV is kept for and the use of this CCTV.  Ensure the Uni will engage in dialogue, and will extend the length of time CCTV is  kept for depending on the circumstances of each case. | *We’re supportive.*  *Our CCTV policy under review. Images are retained for 31 days before being automatically written over, unless requested for misconduct reasons.  This is to comply with GDPR and the ICO Surveillance Commissioner’s Code of Practice for the use of CCTV systems.* |
| **iii) Gender Taskforce**  The SU Women’s Officer, Trans Officer and at least 1 representative from WASS  must be permanent members of the Gender Taskforce. | *We’re supportive.*  *One SU Officer (welfare and Campaigns Officer) is currently a member. We will work with the Committee to propose new membership* |

**7 May 2021**