

# Sexual Violence Action Plan

Measures against gender-based violence including sexual harassment

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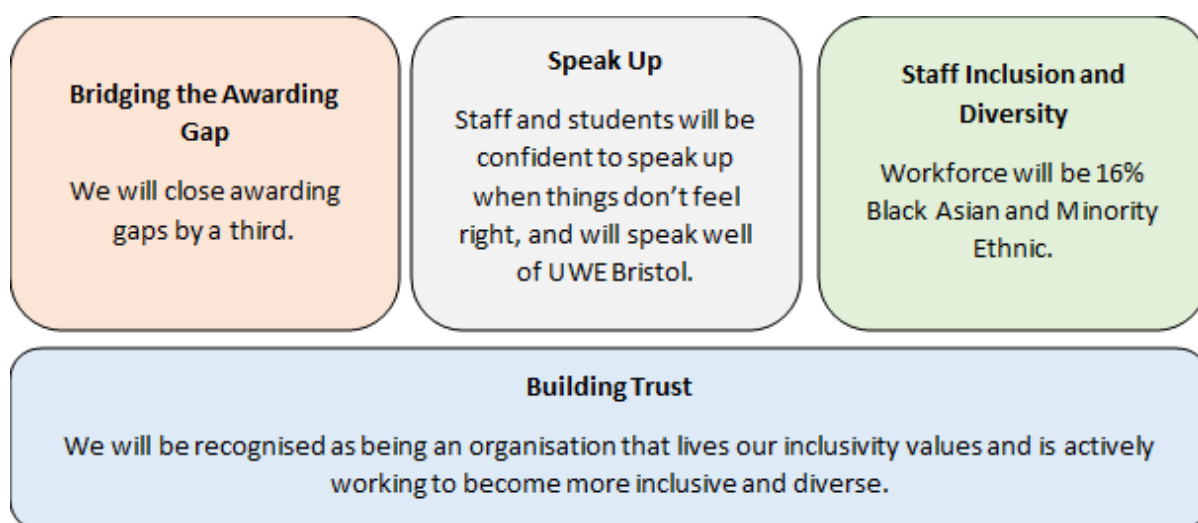
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## EDI Strategy 2030

UWE Bristol is committed to being recognised as an inclusive university that successfully supports everyone to achieve their full potential. These commitments and our inclusive values are central to our [Transforming Futures Strategy 2030](#).

We know that diversity and inclusivity is a key driver for innovation and success; enabling a wide range of talent, skills, perspectives and experiences and supporting the recruitment, retention and engagement of both staff and students. Our [EDI Strategy](#) supports these priorities:

### By end of 2023:



## Speak Up

Our sexual violence work sits within the Speak Up strategic priority. We are committed to focus on recognising behaviour that is not tolerated at UWE, championing inclusive behaviour at UWE, and driving change by listening and responding to what we hear. The 2021-23 period will focus particularly on racism (including antisemitism and islamophobia) and sexual misconduct.

We will achieve this through:

1. Leadership and Communications: Clear communication of expectation for staff and students with consistent senior ownership across the university;
2. Raising Awareness: Raising awareness of discrimination, harassment, victimisation and bullying and the university's rules and expectations;
3. Speaking Up: Building staff and student skills and confidence in speaking up;
4. Support and Policies: Ensuring our policies and support systems mean we deal effectively with issues that arise;
5. Impact and Evaluation: Measurement of progress.

# How we meet the mandatory Horizon Europe requirements

## A formal and public published document

*The gender equality plan (GEP) must be a formal and public document published on the institution's website, signed by the top management and actively communicated within the institution.*

Our GEP is a public document published on our website. Strategic work at UWE Bristol is owned at the highest level. The senior lead for the EDI Strategy (including Speak Up, and the sexual violence work below) is Pro Vice-Chancellor for Equalities and Civic Engagement, Paul Olomolaiye.

## Dedicated resources and expertise

*A GEP must have dedicated resources and expertise to implement the plan.*

Our EDI Strategy and the Speak Up work within it is led by the EDI Team as part of a whole-university approach to embedding targeted inclusive practice. Actions within the plan are implemented by teams across the university, with alignment and steer from the Speak Up Steering Group and oversight of the EDI Strategy Group.

## Data collection and monitoring

*A GEP must include arrangements for data collection and monitoring with annual reporting based on indicators.*

We use Theory of Change methodology to plan and refresh our approach to our EDI Strategy, and the Speak Up priority within that Strategy. We assess the impact of these streams of work through evaluation of the component projects and programmes, and report annually through the EDI Impact Report.

We also collect and publish disaggregated data on our workforce relating to sex as part of our compliance with our Public Sector Equality Duty. This commitment supports our approach to data collection, monitoring and evaluation to support our EDI Strategy, and the Speak Up priority within that Strategy. We:

- publish staff numbers by sex by employee groups and in senior grades through our annual Staff Equalities Monitoring Report.
- publish gender pay gap data.
- undertake an equal pay audit which compares the pay of men and women doing equal work.
- have targets to improve representation of women in senior grades.

## Training and awareness

*The GEP must also include training and awareness-raising actions on gender equality.*

We deliver awareness raising activities and training on sex and gender equality for staff (especially senior leaders) as part of our mandatory e-learning and wider EDI package of in person and e-learning courses.

## Sexual Violence Action Plan

Key sexual violence actions from the Speak Up roadmap for the coming year:

<b>Action</b>	<b>Measures and timescale</b>	<b>Existing plans and ownership</b>
Create and launch consent training for students as part of induction.	Scoping / planning: January/March 2023. Delivery subject to availability of good quality training: autumn 2023. Evaluation: winter 23/24.	Part of Speak Up Roadmap. Resource from EDI Team, SU, and 3 local universities.
Create and launch training for staff on student disclosures.	Scoping / planning: August – November 2022. Delivering from January 2023.	Part of Speak Up Roadmap. Resource from Safeguarding Team, Learning and Development Centre, and student-facing teams across UWE.
Diversify investigation panel members for student behaviour and health framework investigations.	Training delivery: Summer 2023; Delivery of diverse panels: from September 2023.	Part of Speak Up Roadmap. Resource from Student and Academic Enhancement, and student-facing services across UWE.
Introduce existing EDI Champion model to Colleges; Champions recruited and trained.	200 Champions by May 2023.	Part of Speak Up Roadmap. Resource from EDI, Learning and Development Centre, and all teams across UWE.
Introduction of the Resolution Hub	Implement reviewed Hub, July 2023.	Part of Speak Up Roadmap. Resource from HR, EDI, and Trade Union colleagues.
Publish Joint Anti-Sexual Violence Forum Commitment to Students	Published commitment across 4 universities, July 2023.	Part of Speak Up Roadmap. Resource from EDI, Student Policy, Safeguarding, Accommodation, SU, and 3 local universities.