

Sexual Violence Action Plan

Measures against gender-based violence including sexual harassment

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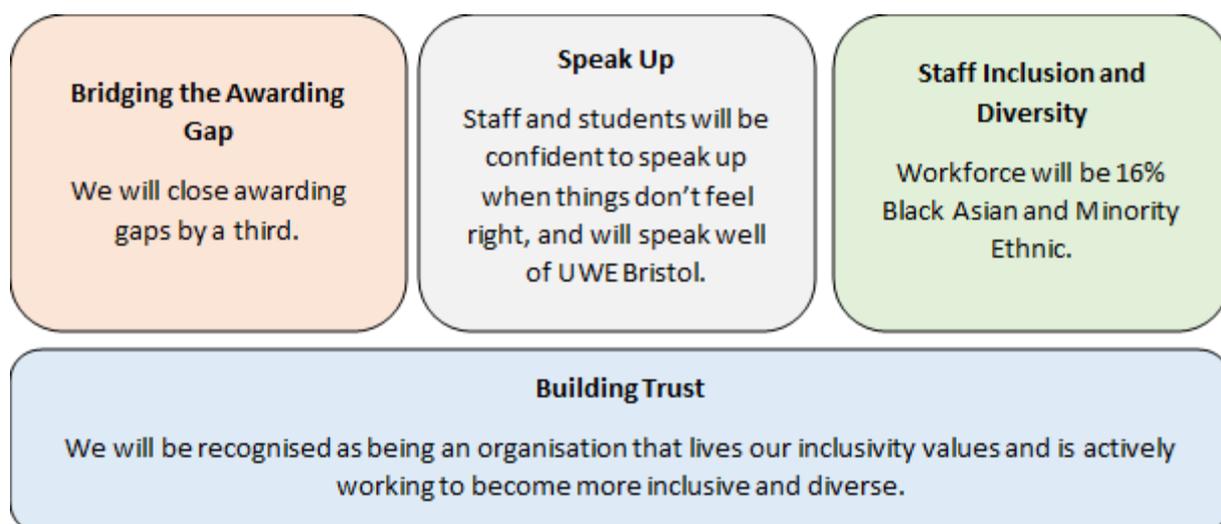
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EDI Strategy 2030

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 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.

Speak Up Objectives

2021/22:

- Staff and students understand the university's approach to tackling racism and sexual misconduct
- Staff and students' awareness of discrimination and harassment and ways to intervene increases
- Staff and students feel more confident in speaking up

2022/23:

- Staff and students feel confident that the university is taking actions to tackle discrimination and harassment
- Speaking Up is an expectation for all staff and students
- Speaking Up is part of regular staff and student interactions

Senior oversight and leadership

Strategic work at UWE Bristol is owned at the highest level. The senior lead for the EDI Strategy is Pro Vice-Chancellor for Equalities and Civic Engagement, Paul Olomolaiye.

Sexual Violence Action Plan

Leadership and Communications		
Activity	Owner	Timescale
Implement Speak Up comms plan: communication of Speak Up projects and key messages.	Speak Up Steering Group	Ongoing
Develop and launch podcast documenting live conversations across the university and with partners, on difficult conversations for example: speaking up, racism, sexual violence, behaviour, microaggressions etc.	Future Students Comms and Marketing	Development: Autumn '21 – Spring '22. Launch: Timed to coincide with key dates in calendar.

Comms campaign about behavioural expectations for staff and students.	Future Students Comms and Marketing	Autumn '22 – Summer '23.
Raising Awareness		
Activity	Owner	Timescale
Promote and deliver Speak Up training for staff, including active bystander skills.	Learning and Development Centre	Ongoing
Develop, recruit, train and support EDI Champions across the university, first in professional services, and expanding into faculties in autumn '22.	EDI Team	Services: Autumn '21 – Summer '22. Faculties and Services: Autumn '22 – Summer '23.
Develop and deliver specialist training for HR and student-facing staff to support conversations around disclosure of sexual violence.	EDI Team	Winter '21 – Summer '22.
Promote and deliver student induction sets out UWE values and behavioural expectations, defining key terms around consent and sexual and domestic violence, and developing active bystander skills.	EDI Team	Autumn '21; Spring '22; Autumn '22; Spring '23.
Develop and deliver senior leader pledge and training.	Directorate	Pledge drafted and launched: Spring '22. Training: Spring – Summer '22.
Speaking Up		
Activity	Owner	Timescale
Support Campus Life Assistants briefed with Speak Up and Report & Support information. Peer to peer welcome and signposting chats with students newly arrived in halls (September and January intakes).	Accommodation Services	Autumn '21; Spring '22; Autumn '22; Spring '23.
Support and Policies		
Activity	Owner	Timescale
Expand Report and Support reporting tool and support webpages for use by staff.	Student and Academic Services	Engagement and development: Autumn – Winter '21. Launch: Spring '22.
Review and refresh Report and Support webpages for staff.	Student and Academic Services	Launch: Spring '22.
Refresh staff Dignity at Work Policy and associated support.	HR	
Refresh student Conduct policy and associated support.	Student and Academic Services	
Develop and launch a refreshed joint statement on sexual violence and a new	EDI Team / Joint Working Group	Spring '22 – Summer '22.

joint statement on racial harassment for use by 4 universities in the South West.		
Impact and Evaluation		
Sign off Evaluation plan.	Steering Group	Autumn '21
Evaluate projects within Speak Up, and embed learning into future work.	Steering Group	Ongoing
Publish evaluation year one report.	EDI	Summer '22
Publish evaluation year two report.	EDI	Summer '23