# **Equality Impact Assessment Template**

## Overview of Policy, Procedure, or Function

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| **Title of Policy or Procedure:** | Addressing Gender-Based Violence (GBV) and Sexual Harassment Policy |
| **School/Directorate:** | People Directorate |
| **Author/Position:** | Nick Edwards, Deputy Director of People, Head of Student Support |
| **Date Created:** | Original Policy approved by Cout January 2022  Revised Policy draft to EDIC & PRG, PNCC – July – August 2024 |
| **Aims and purpose of Policy or Procedure:** | The University of Aberdeen, in line with its strategic plan Aberdeen 2040, is committed to creating positive and inclusive working and learning environments.    The University recognises that GBV is a significant equality issue that covers a range of violent behaviours and wider abuse across society.  The University does not tolerate GBV and seeks to create a culture which fully rejects inappropriate behaviours and attitudes, in line with the Equality, Diversity & Inclusion Policy.  The University is committed to preventing incidents as well as providing an effective response if an incident occurs.  This Policy provides guidance for members of staff, managers, students and those who support them on our approach to combatting GBV and supporting victim/survivors in our community. |
| Stakeholders: | The policy applies to all staff and students. |

## Consultation and Involvement

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| **Organisation/group/person consulted or involved** | **Date** | **Method** | **Location of consultation records** |
| **When the policy was developed advice was taken from:** |  |  |  |
| **Emily Test Team** | **June 2021** | **Email** | **GDV Policy Review Teams Site** |
| **Rape Crisis Scotland** | **June 2021** | **Email** | **GBV Teams Site** |
| **AVA (Against Violence & Abuse)** | **June 2021** | **Email** | **GBV Teams Site** |
| **Appropriate University Groups for Consultation:**  **AUSA**  **CASE**  **SMT**  **PRG**  **PNCC** | **June 2021 – January 2021** | **Email and meetings** | **GBV Teams Site** |
| **Consultation for the revision of the Policy was done through the Addressing Gender-based Violence and Sexual Harassment Strategy Group, which is comprised of staff from across the University, a Trade Union Representative, and AUSA Representatives.** | **Jan 2024 – June 2024** | **Email and meetings** | **Teams Site** |

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| **Brief summary of results of consultation indicating how this has affected the Policy or Procedure:** |
| **Feedback on the Policy was received by members of staff in Student Support, HR and also the Strategy Group. In the review of the consultation, it was agreed the following updates needed to be made:**   1. Slight wording changes throughout policy to ensure consistency with ESHE Toolkit and current terminology used across the University 2. Immediate advice added to top of document, as well as quick links to support and reporting options for staff and students 3. Reporting options changed to “Anonymous Reporting” and “Named Reporting” for simplicity and information cut down in each paragraph 4. Privacy policy linked in Section 3 so that people can see exactly who can access reports 5. Sections 6 & 8 merged into one as both address disclosure process 6. Both appendices deleted – internal and external sources of support are highlighted on page 1 of the Policy, in Section 4 of the Policy, and on the home page of the Online Reporting Tool (which is linked throughout the policy) 7. Definition of GBV added to top of policy for quick reference 8. Quick reference summary removed in light of overall policy review – did not feel this was needed 9. It was made clear that GBV includes sexual harassment, and that the two are not two separate things 10. Paragraph on the Code and associated student guide added to Section 3 11. Paragraph about LISTEN commitment and staff training added to Section 5 12. Paragraphs about types of reporting removed as info is detailed on the home page of the tool 13. “BME” removed and changed to “racialised groups” 14. Specific number of LISTEN trainers removed in case of staffing changes |

## Monitoring

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| **Detail method of monitoring of the Policy or Procedure and by whom:** | The Policy will be formally reviewed in two years by the Strategy Group, they will review feedback received by relevant individuals who have used the policy. The Addressing Gender-Based Violence and Sexual Harassment Strategy Group will be responsible for monitoring the Policy on an ongoing basis and recommending any changes required before the formal review.  The anonymous data gathered from the online reporting system, will be regularly reviewed to provide statistical data and insights to understand what types of incidents are being reported, this could help identify if there are incidents happening in a particular location or at a particular time of day or night. In addition, the statistical data can be used to show who is reporting the incidents based on characteristics, and the information could be used to ensure staff are appropriately trained to support individuals if they do then choose to seek support.  Within Student Support, there is an internal process whereby if a student discloses GBV to them and they have not already disclosed it via the tool, Student Support make an anonymous report on behalf of the student. This is to ensure that every report of GBV is being captured via the tool, regardless of whether it was originally disclosed via the tool or not.    In addition, information will be gathered from staff and student survey questions relating to GBV, feeling safe and awareness and of and confidence in reporting processes. This is align with the National Equality Outcomes relating to feeling safe on campus. |
| **Detail how monitoring results will be utilised to develop the Policy or Procedure:** | The commitments in the Policy will ensure that all those who have made a disclosure will be supported.  Further data gathered from the reporting system, and from first responders in Student Support and HR will allow the Strategy Group to understand who is making disclosures and that the University has appropriate support measures to respond appropriately to individual needs (including protected characteristics). |
| **Timescale of monitoring including proposed dates:** | The Policy will be reviewed in two years (2026). Details of the review will be held with the clerk of Policy Review Group (PRG) for monitoring purposes. |

## Impact Assessment

Select what impact there will be on each group.

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| **Protected Characteristic** | **Positive Impact** | **Negative Impact** | **No Impact** |
| Age | GBV affects people of all ages and whilst this may take on different forms depending on the victim's age, the commitments in the Policy will ensure that all those who have made a disclosure will be supported. Due to the demographics for our student community it may mean that younger people have more interaction with this policy and therefore the roll out of the policy and updates need to reflect the needs of this group in particular. | x |  |
| Disability\* | The commitments in the Policy will ensure that all those who have made a disclosure will be supported.  Further data will need to be gathered from the reporting system to understand the extent to which those with a disability are making disclosures and that the University has appropriate support measures to respond appropriately to individual needs. | x |  |
| Gender Reassignment | The University recognises that although GBV is experienced mostly by women and perpetrated mainly by men, anyone can be a victim or perpetrator of GBV, regardless of gender  The commitments in the Policy will ensure that all those who have made a disclosure will be supported.  Due to potential societal bias towards this group it may be that this further data will need to be gathered from the reporting system to understand the extent to which those who have undergone gender reassignment are making disclosures and that the University has appropriate support in place to respond. | x |  |
| Marriage and Civil Partnership | The commitments in the Policy will ensure that all those who have made a disclosure will be supported. | x |  |
| Pregnancy and Maternity | The commitments in the Policy will ensure that all those who have made a disclosure will be supported.  It is acknowledged that GBV can often become more prevalent for people at this stage in their life and therefore may be something that further guidance/support might be needed for. | x |  |
| Race | The commitments in the Policy will ensure that all those who have made a disclosure will be supported.  The Strategy Group are aware from guest speakers that individuals from some racialised groups will struggle to report incidents of GBV.  Further data will need to be gathered to understand the extent to which an individuals Race would impact them on reporting and receiving support. |  |  |
| Religion and Belief | The Strategy Group are aware from guest speakers that individuals from some religions will struggle to report incidents of GBV.  Further data will need to be gathered to understand the extent to which an individual's religion and belief would impact them on reporting and receiving support. |  |  |
| Sex | The University recognises that although GBV is experienced mostly by women and perpetrated mainly by men, anyone can be a victim or perpetrator of GBV, regardless of sex. |  |  |
| Sexual Orientation | The commitments in the Policy will ensure that all those who have made a disclosure will be supported regardless or their sexual orientation.  The University recognises that GBV also includes violence against any gender identity or expression, including lesbian, gay, bisexual, transgender and non-binary (LGBTQ+) people.  Further data will need to be gathered to understand the extent to which an individual's religion and belief would impact them on reporting and receiving support. |  |  |
| **Wider Equality Area** | **Positive Impact** | **Negative Impact** | **No Impact** |
| Care Experienced | x |  |  |
| Estranged | x |  |  |
| Gaelic speaker | x |  |  |
| Parent and/or Carer | x |  |  |
| Refugee or Asylum Seeker | x |  |  |
| Socio-Economic Group | x |  |  |
| Trade Union Membership | x |  |  |

\* impact may differ according to physical, cognitive, and mental health conditions

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| **For each negative impact identified above, please state your mitigating actions below with timescales:** |
| Whilst there are no negative impacts identified it is acknowledged that certain groups of staff and students may have need to call upon the provisions of this policy and the supports around it. The University will continue to review the patterns of casework/reports in this area of work to ensure that the support on offer continues to support those staff and students most in need. |

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| **Please detail any intersectional impacts identified:** |
| The approach taken by the University specifically recognises that GBV also includes violence against any gender identity or expression, including lesbian, gay, bisexual, transgender and non-binary (LGBTQ+) people. GBV occurs in all sections of society, irrespective of class and culture. It is recognised that GBV intersects with other forms of violence, abuse and harassment based on other aspects of someone’s identity. Violence and harassment that is motivated by multiple forms of discrimination, including GBV, can also be reported through to the University and support offered. |

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| **Detail how monitoring results will be utilised to develop the Policy or Procedure:** |
| The online reporting system will be able to provide data on the number of reports that are being made based on an individual’s protected characteristics. A review will then be taken in one year, if the appropriate support is in place for victims/survivors of those disclosing incidents. |

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| **How does this Policy or Procedure contribute to eliminating discrimination, harassment, victimisation, and advancing equality of opportunity?** | The University recognises that GBV is a significant equality issue that covers a range of violent behaviors and wider abuse across society.  The Policy provides guidance for members of staff, managers, students and those who support them on our approach to combatting GBV and supporting victim/survivors in our community.  The aims of the Policy are to ensure the following happens:   * We will ensure that all members of staff and students are aware of our approach to GBV. * We will ensure that anyone who has experienced GBV is listened to, supported, and treated with dignity and respect. * We will raise awareness of GBV related issues to try and prevent GBV before it happens. * We will clearly outline the support available to those who may have experienced GBV both inside and outside of the University as a place of study or work. * We will clearly outline how to report incidents of GBV and have in-person and online options for making reports. * We will have clear procedures for dealing with perpetrators of GBV. * We will ensure that perpetrators of GBV have appropriate outcomes applied to them following investigation and hearing processes. |
| **How is the Policy or Procedure likely to promote good relations between people with different protected characteristics?** | The Policy takes a whole University approach, applying to both staff and students. The University recognises that anyone can be a victim of GBV. The policy seeks to generate a greater understanding og GBV from our diverse staff and student body |

## Publication

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| **Provide details of arrangements to publish the assessment:** |  |
| **Review date:** |  |
| **Author name and title:** |  |
| **Authors signature:** |  |
| **Equality, Diversity, and Inclusion Team member name:** |  |
| **Equality, Diversity, and Inclusion Team member signature:** |  |
| **Date of submission to Equality, Diversity, and Inclusion Committee:** |  |
| **Date of approval from Equality, Diversity and Inclusion Committee:** |  |