**Minutes from ‘Addressing GBV and Sexual Harassment Strategy Group Meeting’**

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| *Subject*: GBV and Sexual Harassment | *Date:* 15/04/2023 |
| *Location:* Microsoft Teams | *Time:* 14:00 – 15:30 |

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| *Chair:* Lisa Kilgour (LK) | *Clerk:* Lisa Kilgour - *LK* | *Minute Taker:* Iona Rae - *IR* |

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| *Attendees* | *Apologies* |
| Jemma Murdoch (JM) | VP for Welfare – Sai |
| Janine Chalmers (JC) | Fiona Smith |
| Lindsey Hamilton (LH) | Anna Shea |
| Keith Campbell (KC) | Melanie McCann |
| Owen Cox (OC) | Nick Edwards |
| Kylie Rolle (KR) |  |
| Rhona Grant (RG) |  |
| Graeme Brown (GB) |  |
| Rebekah Walker (RW) |  |
| Sone Erikainen (SE) |  |
| Eilidh Mackinnon (Aberdeen Cyrenians)  |  |
| Karen (Aberdeen Cyrenians) |  |

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| *Speaker* | *Agenda Item* | *Points* | *Action* |
|  | **1** *Welcome* | * The group introduces themselves to the representatives from Aberdeen Cyrenians.
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| *LK*  | **2***Guest Slot – Aberdeen Cyrenians* | * Support anyone who identifies as female over the age of 16 in Aberdeen who has been a victim of sexual or domestic violence.
* Victim/Survivor are given a case worker who they meet with to receive person centred support. Various opportunities for weekly group meetings as well.
* Referral route is very simple, through a form on their website.
* EVA team (member of the violence against women group) specialise in Gender Based Violence offering crisis intervention.
* Within other teams in the charity there is support for food provisions, showering, washing clothes and financial advice/benefits advice.
* Phone support, or face to face support (this is the most popular) can be offered, the charity is moving to Summer Street soon.

**Questions*** *LK* asks about support for people who identify as male – it would be the Aberdeen City Councils Domestic Violence Group.
* *SE* asks about support for non-binary people, Eilidh is going to speak about this further with management.
* *JC* asks about trends in uptake in the service. Eilidh had notices a trend in the increase in referrals in March.
* *OC* asks about opening hours and what the typical demographic of services users are. Opening hours, Monday – Thursday (9am – 5pm) and Friday (9am – 4pm). Typical service users are in their forties and the employees are largely in their 30s.
* *GB* asks about the types of GBV that the Cyrenians can assist with. Eilidh advises that it is all forms of GBV, typically it is domestic violence and coercive control that are the most common.
* *LK* asks about how the service is promoted across the city. Cyrenians are going to send the university promotional materials advertising the service. They also have Instagram and Facebook.
* *LK* asks about the partnerships working with other institutions. Cyrenians have worked with RGU in the past in setting up their food bank and their Freshers’ Fayre.
* *LK* asks if there is a limit on the sessions service users can attend. Cyrenians advise that the typical length of people accessing support is about 3 months.
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| *N/A* | **3***Convener’s Update* | * N/A due to Nick’s Absence from today’s meeting.
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| *LK* | **4***Approval of the Minutes from 05/12/2023 and 23/02/2024* | * Approved – outstanding actions have been addressed.
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| *LK* | **5***GBV Policy Review* | * The changes to the policy were highlighted. The crisis information and overview now heads the document, The Code of Practice information is now included and L.I.S.T.E.N training is mentioned.
* *LH* discusses the changes from the staff side of things and clarifies the process going forward.
* Wording has been changed to ensure that it is consistent with the Higher Education equally safe terminology.
* Some sections have been amalgamated as they were discussing similar topics (reporting GBV).
* *OC* and *JC* both agree that the policy reads well overall. JC suggests that it might be worth looking at the structure of other policies to ensure coherency with information.
* *KR* advises that from a student perspective, it is very digestible and easy to read and understand.
* *SE* speaks about clarifying and differentiating gender identity vs sexual preference in the policy.
* There is a working document that has been removed from the main Teams channel and is now on a separate channel – any feedback and be directed via email to *LK* or Nick.
 | *LH* to draft the equality impact statement and looks for volunteers to review it.  |
| *IR*  | **6***Action Plan* | * Document is located in the meeting papers for the group to look at it. It discusses the institutions strategic goals for GBV intervention and prevention going forward, and how we intend on reaching them.
* *IR* looks to the group to provide any feedback.
 | By the next meeting (6th of June) – *LK* aims to have a more robust copy of the Action Plan.  |
| *OC* | **7***Padlet use for GBV Strategy Work* | * *OC* shows the UNISON Scottish Higer Education Padlet. He highlights that it is a useful resource for practitioners as it contains all the information in one place and is very user friendly.
* *IR* suggests that the GBV pop ups could benefit from them in terms of our ‘cheat sheets’ for practitioners and that it might be beneficial for neurodivergent students who might find articulating their feelings hard.
* *RW* highlights that there might be barriers to people using this support given the sensitive nature of the content. Engagement with the information might not be brilliant with a resource like this.
 | *OC* to show the group Padlet further in the next meeting.  |
| *LK* | **8***Review of Reporting Tool Statistics* | * This point will not be discussed today, but will remain as a standing item on the agenda as members of the SG are encouraged to regularly look at the stats for their information.
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|  | **9***AOCB* | * *OC* speaks about the L.I.S.T.E.N train the trainer model and highlights that it might be beneficial to train more people to ensure the roll out of the work across the institution.
* LK advises that this is not something we can commit to at the moment until a conversation has been had with NGE in the first instance.
 | *LK* to speak to Nick about the potential opportunity of getting more staff from the institution trained to deliver L.I.S.T.E.N. |
|  | **10***Date of Next Meeting* | * MS Teams – Thursday 6th June 10am – 11:30am
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*Useful Links:*

Aberdeen Cyrenians - <https://www.weareac.org/>

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**Breakdown of Action Points**

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| *Action Point(s)* | *Person(s) Responsible* | *Deadline* |
| Draft the equality impact statement and look for volunteers to review it.  | **LH** | N/A |
| Further develop the Action Plan. | **LK** | Next meeting (6th June 24) |
|  Show Padlet features further. | **OC** | Next meeting (6th June 24) |
|  Speak to Nick about the potential opportunity to get more staff in the institution trained to deliver L.I.S.T.E.N . | **LK** | Next catchup (date TBC) |