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

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| *Subject*: GBV and Sexual Harassment | *Date:* 06/06/2024 |
| *Location:* Microsoft Teams | *Time:* 10:00 – 11:30 |

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| *Chair:* Nick Edwards *- NGE* | *Clerk:* Lisa Kilgour - *LK* | *Minute Taker:* Iona Rae - *IR* |

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| *Attendees* | *Apologies* |
| Jemma Murdoch *(JM)* | Vice President for Welfare |
| Janine Chalmers *(JC)* | Fiona Smith |
| Lindsey Hamilton *(LH)* | Anna Shea |
| Keith Campbell *(KC)* | Graeme Brown |
| Owen Cox *(OC)* | Jennifer Phillips |
| Melanie McCann *(MM)* |  |
| Rebekah Walker *(RW)* |  |
| Nosheed Ahmed – AMINA *(NA)* |  |

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| *Speaker* | *Agenda Item* | *Points* | *Action* |
| *NGE* | **1**  *Welcome* | * Introduced *NA* to the group and gave an overview of the work of the institution. |  |
| *Nosheed Ahmed (Project Co-ordinator)* | **2**  *Guest Slot: AMINA – The Muslim Women’s Resource Centre* | * *NA* is an independent domestic abuse Advisor with Women’s Aid as well as working with AMINA for a number of years. * AMINA has been around for 25 years, with the helpline open for 20. It was set up for Muslim and BAME women across Scotland. * 4 strands of work:  1. *Confidential Helpline* operates 10am – 4pm, Monday- Friday. Calls relating to domestic abuse, mental health, cost of living crisis, Hate crimes and anything else. Any call can come through, but the calls are triaged and directed to the right people. Intimate partner violence reports are on the rise. 2. *Employability and finance advocacy* – helping women look for jobs, further education and volunteer opportunities. Signpost women to benefits and other financial support that is available to them. 3. *Creative wellbeing* to combat loneliness and offer peer support (held in Dundee). Activities are structured and the group meet every Monday throughout the year (apart from the month of Ramadan). 4. *Training* – this could be Islamophobia, Violence against women and girls, the pillars of Islam, and others, are offered to schools to empower younger students. Training is also available to other organisations depending on their needs.   ***These strands can all overlap depending on what the individual needs.***  *KC – asks about the number of students using the helpline:*  It is hard to quantify as calls are often anonymous because of the individuals’ specific needs and concerns. Younger people do use the service but are sometimes fearful as the community is small and the issues being discussed are often sensitive. Education is important in this area as this type of support is new with this generation, so people need to be aware of what is available to them and how to use it.  *OC – asks about what advocacy looks like within the service and how we can better support our students.*  The helpline is open to people looking for advice about how to address and speak to students and to help signpost them to AMINA. In some cases, teams calls can be offered to help students in the North East of Scotland.  *LK – asks about police involvement and if anonymous, no names discussions occur.*  AMINA support workers typically have enough case experience and training that they can advise the individual. There have been instances where police involvement didn’t benefit the individual accessing the service. They typically speak with female officers as they feel more comfortable disclosing to them than males.  *NGE – asks about how the Scotland based university support team can offer the best support to our students in Qatar.*  Rules and regulations in the Middle East are totally different to Scotland which makes support difficult. *NA* is unsure about how common reports of Domestic Abuse is but imagines that the rhetoric surrounding abuse is that it should be kept private rather than reporting it due to cultural shame that is associated with it. AMINA can provide further training surrounding Honour Based Abuse in this context, and the difficulty that it places on women reporting abuse.  *NA* – asks *NGE* about what our population of BAME students is at the University.  The majority are typically 1-year postgraduate students, one of the complexities of this is the support network surrounding these students is smaller due to a reduced period on campus. UoA’s BAME population is not as high as institutions in the Central Belt. |  |
| *NGE* | **3**  *Covener’s Update* | * Busy year for the strategy group. * NGE to provide update to remit and composition of the group at the next meeting. * The 3-year action plan of goals will be addressed at the next meeting – *NGE* encourages the group to put forward any ideas for the group. * Equally Safe University Scotland panel met recently and looked at their action plan. * Criminal Convictions process is changing with implementation in the upcoming academic year. | NGE to provide update to remit and composition at the next meeting. |
| *NGE* | **4**  *Approval of previous Minutes (15.04.2024)* | * LK looks at the previous meetings action points. |  |
| *NGE* | **5**  *GBV Policy draft for Approval* | * Thanks those involved in the policy redraft. * The new policy is shorter than previous years. * *LH* asks about guidance for language and acronyms in the policy to ensure that students and staff understand what they are reading. *NGE* advises that *BW* has created a comms plan surrounding this. *OC* advises that the UNISON guidance is clear surrounding definitions. *NGE* reiterates that consistency is key in this policy. *IR* reminds the group that there are definitions on the Reporting Tool that could be transferred across onto the website to avoid duplication of work.  *JC* reiterates that the policy format has changed and that some additional work might need to be looked at in terms of the structure. | *LK* to look at definitions on the Reporting Tool to ensure consistency.  *NGE* to look at the policy and make small amendments before the final draft goes to EDIC. |
| *NGE* | **6**  *EmilyTest Update* | * *NGE* asks the group to think about what the new Emily Drouet can look at in the upcoming academic year. * *LK* confirms that four members of the strategy group are now L.I.S.T.E.N trained and are awaiting feedback from EmilyTest. The goal is to offer training in pairs, both in person, and virtually. | Group to think about projects that the new Emily Drouet Intern can look at. |
| *OC* | **7**  *Padlet Demo* | * *OC* shares the Padlet that he has been working on with the group and gives a brief overview of the tools that the software offers. * *JM* suggests that we speak to IT to see if there is already software that the university owns that works similarly without any additional costs. | *OC* to have a conversation with IT about other software options.  *NGE* and *OC* to have a discussion about next steps over the summer following the feedback from IT. |
| *NGE* | **8**  *AOCB* | * *NGE* thanks the strategy group, particularly the Students Union Sabbatical Officers who will be leaving their posts this year. Also, to *LK* who will be leaving to go on maternity leave. * *OC* raises the point of diversifying the strategy group, and the possibility of delivering L.I.S.T.E.N training to the strategy group prior to rolling it out to the wider University community. * *JC* brings up Consent training and who that sits with – to be discussed at next meeting. | *LK/IR* to add Consent Training to the next meeting agenda. |
| *N/A* | **9**  *Date of Next Meeting* | * Not determined. |  |

**Breakdown of Action Points**

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| *Action Point(s)* | *Person(s) Responsible* | *Deadline* |
| Provide update to the remit and composition of the strategy group. | **NGE** | **Next meeting** |
| Look at definitions on the Reporting Tool to ensure consistency. | **LK** | **N/A** |
| Look at the policy and make small amendments before the final draft goes to EDIC. | **NGE** | **COMPLETE** |
| Think about projects that the new Emily Drouet intern can be involved with. | **ALL** | **Next meeting** |
| Have further conversations with IT about further software options similar to Padlet. | **OC** | **Next meeting** |
| Have discussion about possible progressions for Padlet idea. | **NGE and OC** | **Following conversation with IT – over the summer.** |
| Add Consent Training to the next meeting Agenda. | **LK/IR** | **Next meeting** |