



Universities UK

# Working together towards “Changing the Culture”: two years on

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Fiona Waye, Policy Manager, Universities UK

ARC, 7 September 2018

First annual statement of the govt's priorities to the OfS:

*“We encourage the OfS to work with the sector, and students to promote a positive higher education experience for all students, regardless of background or circumstance. **This includes working to counter harassment and hate crime in higher education, and taking steps to make campuses places of tolerance for all students**”*

Sam Gyimah MP, Minister for Higher Education, 2018

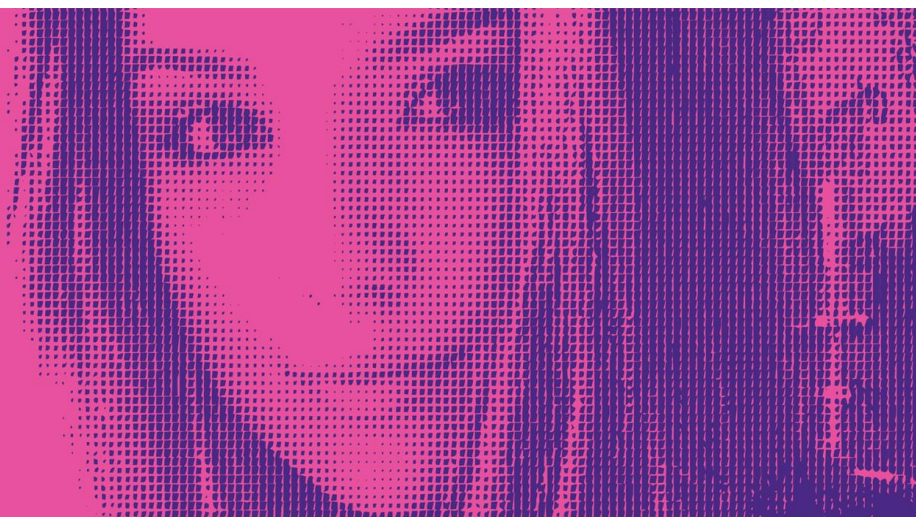
# Policy landscape: Scotland

## Equally Safe in Higher Education Toolkit

Guidance and Checklist for Implementing a Strategic Approach to Gender-based Violence Prevention in Scottish Higher Education Institutions



**#EMILYTEST:**  
SUPPORT STUDENTS AFFECTED  
BY GENDER-BASED VIOLENCE



- » 2015: Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act
- » Welsh Government recently announced that relationship and sexuality education will be a statutory part of the new school curriculum in Wales.
- » The Cabinet Secretary for Education's remit letter to HEFCW for 2018-19 included a desire to see universities support employee and student initiatives that tackle violence against women and harassment.
- »

# UUK's Programme to support the sector in addressing harassment, violence & hate crime

## Phase 1 2015-16

- Evidence gathering
- Recs developed
- Report published
- Zellick replaced
- 1<sup>st</sup> conference

## Phase 2 2016-17

- Implementation Plan developed
- Workshop
- Directory of case-studies
- 2<sup>nd</sup> conference

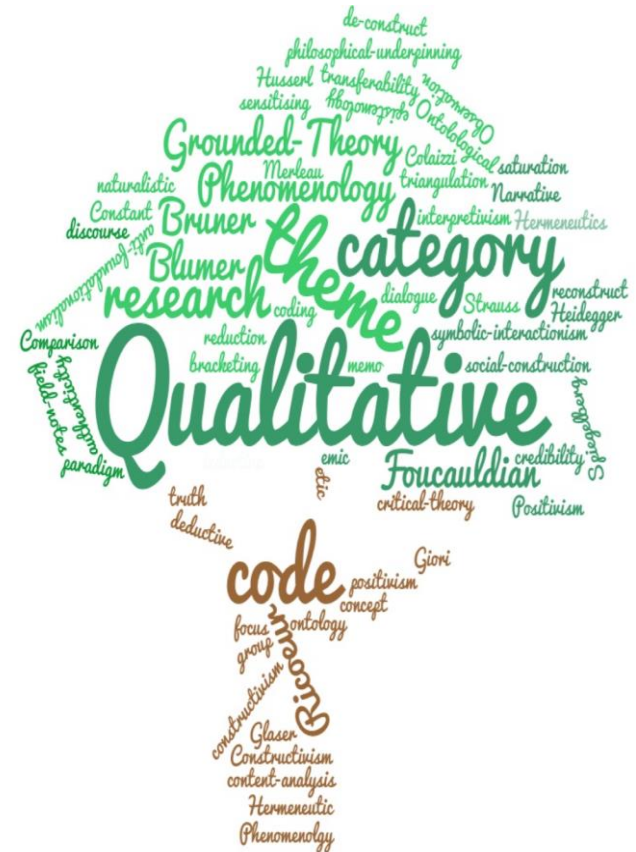
## Phase 3 2017-18

- Case-management process
- Qualitative study
- UK-wide survey
- 3<sup>rd</sup> conference

# Phase 3 - Assessment of progress

## Two stage assessment process Stage 1: Short qualitative study

- 20 universities, E, W, NI
- Nov 2017- Jan 2018
- Focus on approaches, policies, processes, systems & structures  
*not* numbers of incidents
- Overall positive outcome
- Report published April 2018:  
[Changing Cultures: One Year On](#)





- UUK Taskforce acted as a catalyst
- Senior buy-in drives progress
- Significant but varied progress
- Good practice found
- Disclosures increase - evidence of culture change



- Lower priority status for staff student sexual harassment & hate-crime
- Less progress on post Zellick report
- Future sustainability a concern following end of Catalyst funds
- Under – development of centralised systems for recording/storage of data

## Based on outcomes of Stage One

To be circulated September 2018

### Aims

- Provide a more representative assessment of progress & opportunity to share practice
- Act as a self assessment exercise for institutions to assess their own progress & identify whether further support/guidance is needed

### Outputs

- Anonymised sector – wide report on outcomes
- If requested a written confidential briefing for your institution will be available



## Advisory Group set up to provide support in addressing staff-on-student sexual misconduct

- Chaired by Professor Cara Aitchison, Vice-Chancellor, Cardiff Metropolitan University
- ARC representative - Ben Rogers, Cardiff Metropolitan University
- First meeting, 11 October 2017

### Areas to consider:

- institutional policies (which could include a staff code of conduct), institutional processes, practices and procedures
- cultural change within individual institutions and across the sector
- improve the experiences of students and staff

Outputs: sector guidance

## Support for implementing the Post Zelicck Guidance

- UUK working with Coventry University to develop a case management process, due December 2018
- Sharing practice: dissemination of report on evaluation of a case management process at Keele University, September 2018
- Community of Practice set up with 5 universities (Middlesex, Liverpool, St Andrews, Keele, Bath) to share learning among each other & with sector. Workshop at UUK conference on 5 December 2018
- Workshop on conducting HE investigations - **30 October 2018**
- UUK working with practitioners to develop a **risk assessment tool**

## Exploring race-based hate crime/incidents in universities

- » UUK has established a project to explore the nature and scope of race-based incidents/hate crime in the higher education; and review whether there is a role for UUK, working with other bodies, to support the sector to enhance practice to prevent and respond to race-based hate crime.
- » The rationale for looking at this now is that hate crimes, particularly race-based hate crime, increased by **27%** across England and Wales between 2015/16 to 2016/17 (figures 49,419 to 62,685) ([Home Office, Statistical Bulletin 17/17, published 17 October 2017](#)). In addition, the sector has seen an increase in the media profile on racial micro-aggression on university campuses over the same period.
- » Over the summer UUK has developed a literature review of the research in this area the outcomes of which will inform a roundtable discussion with NUS and sector experts on 17 October. The discussion will be chaired by Professor David Richardson, Vice Chancellor, University of East Anglia.

# Priorities for 2018 -19

## Securing leadership buy-in

- UUK working with members to support ownership at senior levels

## Tackling online harassment with University of Bedfordshire

- Development of a cyber awareness programme for students
- Lit review developed to inform roundtable discussions in Autumn on effective practice
- Sector guidance on developing a response to cyberbullying and promoting online welfare

## UUK working with the [Truth Project](#) with AMOSSHE & NUS

Truth Project (part of the Independent Inquiry into Child Sexual Abuse) has approached UUK, AMOSSHE & NUS to help raise the profile of the enquiry with students. 7 universities working with UUK on this.

## Communications & showcasing sector progress

**Key objective:** to change the public narrative about the sector's response to addressing harassment and hate crime - via media and parliamentary engagement – so that the sector is seen to be proactively & positively engaging with this agenda

## Sharing practice

- Series of UUK workshops –to include:
  - Conducting HE investigations, **30 October**
  - Risk assessment, TBC
- UUK's 3<sup>rd</sup> National Conference: [5 December 2018](#)

# Policy initiatives to note –England

- [LGBT Action Plan](#) published July 2018 (specifically mentions HE)
- 2016 [VAWG Action Plan](#) to be revised Autumn 2018 (to include HE)
- 2016 [Hate Crime Action Plan](#) to be revised Autumn 2018 (likely to include HE)
- 2018 White Paper (Autumn?) re proposals for addressing online harms

# Policy initiatives: Scotland

Staff Support Cards to be distributed to all staff in Scottish universities & colleges - Autumn 2018



It might be something...

It might be nothing...

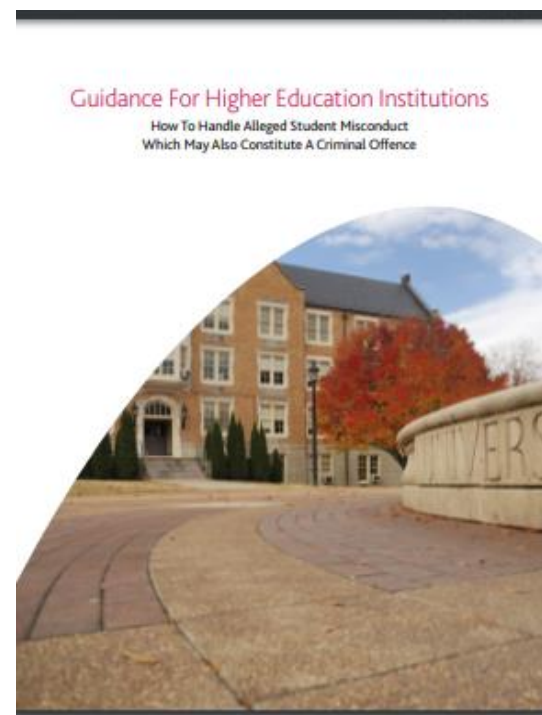
Call for a chat anyway...

**Know who to call for help...**

National Rape & Sexual Assault Helpline: **0808 801 0302**  
National Domestic Violence Helpline: **0808 200 0247**  
Scotland's Domestic Abuse and Forced Marriage Helpline: **0800 027 1234**  
AMINA: **0808 801 0301** (Mon-Fri 10am -4pm) [www.mwrc.org.uk](http://www.mwrc.org.uk)  
Hemat Gryffe: **0141 353 0859** (24 hrs) [www.hematgryffe.org.uk](http://www.hematgryffe.org.uk)  
National LGBT+ Domestic Abuse Helpline: **0800 999 5428**  
[www.galop.org.uk/domesticabuse](http://www.galop.org.uk/domesticabuse)

**nus** *scotland women*

Working Group to review UUK Guidance from Scottish perspective, Autumn 2018



- Learning and Teaching PVC group is preparing a snapshot of activities in this area. Unis Wales working with institutions to ensure that coordinated policies are in place
- Unis Wales is currently discussing the possibility of joint sector-wide work in this area with the National Union of Students Wales



# Thank you

Any questions on UUK's work programme  
please contact:

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