

Standing Together: A University-wide approach to embedding change

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Standing Together: Session overview



Today's session will cover:

- How we developed Standing Together
- Taking a University wide approach
- Embedding Standing Together into the University
- Opportunity to ask questions and share challenges



Developing Standing Together: Understanding sector issues and University needs

- Review of sector specific issues
- Review of student and staff policies
- Student and staff survey exploring unacceptable and challenging issues and behaviours
- Consultations with students from different backgrounds and who have a diverse contact with the University
- Review of wider community issues

= Priorities to target across the University

Four interlinking pillars of work required:

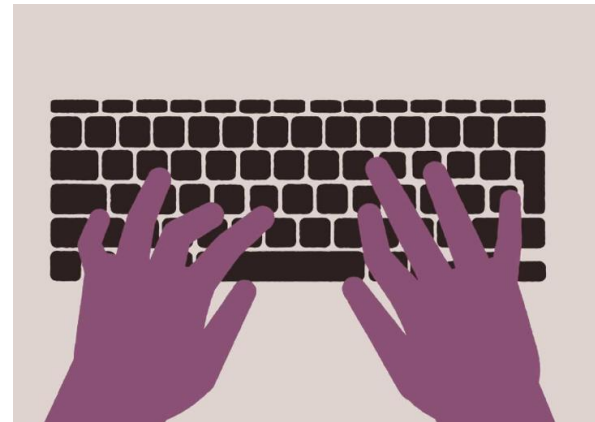
- Case management
- Awareness and engagement
- Training and prevention
- Policy development

Taking a University wide approach to impact and sustainability

- *‘Standing Together against unacceptable behaviours’*
- Senior leadership buy in facilitated University ownership, credibility and oversight of ‘competing’ campaigns and initiatives
- Standing Together Steering Group established
- Press releases, social media presence and support from Students Union supported University wide support
- Student Project Assistants to shape activities and staff workshops from a range of Colleges supported joined up approach
- Branding and animation supported wider understanding

Standing Together: Case Management

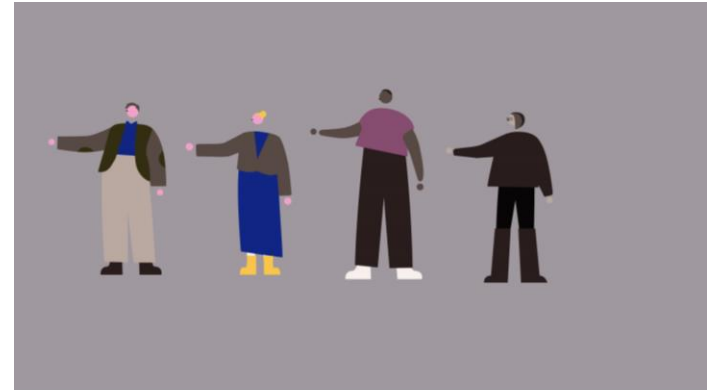
- Development of 'Report and Support' online reporting system
- Anonymous reporting enabled
- Incident information collection – what to collect and what not to collect
- Case management protocols - alignment with University policies and procedures
- Animation supported a clear understanding of what and how to report to range of services – important that 'Report and Support' embedded across range of pathways to report for staff and students



Standing Together: Policy Development



- Creation of Dignity and Respect policy
 - Overhaul of other policies, procedures and regulations
 - Development of case management protocol
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- Key challenges:
 - Collaborative working
 - Wide remit (whole University community)



Standing Together: Awareness and Engagement

- Campus awareness raising events, engagement and social media presence important throughout the academic year
 - White Ribbon campaign
 - Anti-bullying pledges
 - Let's Talk about Sexual Violence – an 'artful intervention' www.talksv.uk
- Ongoing awareness and engagement activity
 - 'Be the Influence' in Sports and Active Life
 - Drinkaware Crew night marshalling scheme from the Students' Union
- Key challenges:
 - 'Competing' campaigns/ University priorities
 - Reaching students not on campus regularly
 - Resource (staff time and money)

Let's Talk
About
Sexual
Violence



Don't be anywhere.
100% of rapes happen in all places.

#SafetyTips

www.talksv.uk

Standing Together: Training and Prevention



**HATE|CRIME|IN|HIGHER
EDUCATION**

This training will:

- ✓ develop your knowledge of how hate, hostility and harassment affect students within higher education;
- ✓ enable you to help universities tackle these issues more effectively; and
- ✓ provide you with the information to support students and staff who are affected by hate crime.

REGISTER

- ‘Hate Crime in Higher Education’ training developed directly from evidence gathered at the start of the project on lack of understanding of what hate crime is, what it looks like, how to support victims
- Staff workshops before new term crucial to reaching academic and professional services staff engaging with students regularly
- Key challenges:
 - Competing training requirements i.e. safeguarding

<http://www.centreforhatestudies.com/>



How is hate crime impacting students at universities?

Recent high-profile incidents of hate, hostility and harassment within universities throughout the UK have also highlighted the scale of the problem. [Click on the map markers to learn more about the recent hate-related incidents at universities](#)

- In May 2018, a number of law students who made racist comments were expelled by the University of Exeter after private WhatsApp conversations were shared on Facebook. [\(Read more\)](#)

The findings from the reports by the NUS and Universities UK, along with these incidents, highlight the importance of ensuring University staff understand its impact on student victims, and how to best support them.



What forms does hate crime take?

98% of hate crime victims have been called an abusive name

MUSLIM TERROR
ISLAM

What forms does hate crime take?

79% have been harassed, intimidated or bullied

What forms does hate crime take?

48% have been abused or harassed through social networking websites, emails or text messages

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Standing Together: Evaluating what works to support sustainability



Two key functions of the evaluation:

- To understand the extent to which project activities were delivered as planned in order to assess the quality, robustness and replicability of the activities that make the Standing Together project happen
- To understand the impact of Standing Together on staff, students and wider functions of the university

Methods of assessment:

- Qualitative interviews with staff and students
- Student survey
- Knowledge test
- Process tracing



Our recommendations for sustaining and embedding catalyst projects



Understand range of issues facing the sector and the University: Survey, consultations with student groups, particularly those identified as less well 'linked' to the University

Develop credible responses: Students directly informed activities and shape of Standing Together and provided credibility.

Develop projects for impact: A University wide approach likely to have the most impact with staff and students; be sensitive to language used and accessibility of messaging



Questions?