**SCENARIO ONE**

It is early evening and you are with your society members waiting at Liverpool Central for a train to another campus for a society event. On the platform is a visibly Muslim man. Another person waiting on the platform starts shouting at the Muslim man, calling him a terrorist and warning people to stay away from him. The person starts shouting louder that the Muslim man is unsafe and attempts to take a picture of him. There is still another 5 minutes before the train you are waiting for is due to arrive.

* **Write how you would react, respond or intervene in the situation**

Tell the man that his behaviour is unacceptable (direct)

Go and stand with the victim and ask if he’s okay (direct)

Report the man’s behaviour to station staff (delegate)

Ask the man who’s shouting whether he knows the Liverpool score (distract)

Start chatting the victim about the weather totally ignoring the man (distract)

Many options for this one with distract – encourage group to be creative!

* **Identify any barriers which might inhibit or change your response/intervention**

Whether the man seems aggressive or inebriated

Lack of staff around to help

Potential risk of not knowing how man may react if challenged

* **Identify any enablers which might help your response/intervention**

Being in a group

Seeing the impact the behaviour is having on the victim

Your own principles and values

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

As with all interventions, safety first!

**SCENARIO TWO**

Your society has invited an external speaker to campus to give a talk. They are well known and respected within their area of work, and your society is excited to host them. A small group from your committee is around to greet the speaker before the start of the talk. The speaker introduces themselves to the women in your group first, pulling them in for a cheek kiss and a hands-on hug and making a comment about what a lovely group of students you are, before shaking hands with the men. The women seem surprised and uncomfortable with this. One member tells you explicitly that it made them feel really uncomfortable. Your group discusses the incident as the speaker prepares their presentation. One member of your committee says that you should ignore it, and that it would be rude to say anything to the speaker about their behaviour.

* **Write how you would react, respond or intervene in the situation**

Check the person who stated explicitly they were made to feel uncomfortable is okay (delayed)

After the talk you could raise it with the speaker if you felt comfortable (direct/delayed)

Let a society coordinator know (delegate and delayed) – at the Guild we have expected standards of behaviour for speakers

Could explore with the person who thinks it rude why they think so if they agree the behaviour was unacceptable

Could email the speaker afterwards just highlight that their behaviour had made people feel uncomfortable (delayed)

* **Identify any barriers which might inhibit or change your response/intervention**

Not wanting to appear rude to speaker – social barrier

Disagreements between individuals on whether behaviour is acceptable - point out that if someone is made to feel uncomfortable then this is unacceptable behaviour and not creating a safe and welcoming environment for that individual

Power relationship of it being a respected well-known professional

* **Identify any enablers which might help your response/intervention**

Seeking support/advice from the soc coordinator

Discussing it as a group respectfully with one another

Bearing in mind the way a member of your society was made to feel by someone

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

If you didn’t feel comfortable raising it directly face-to-face, you could do so in email after the event, you can speak to the Guild – there are lots of different options with this one

**SCENARIO THREE**

Your committee has planned a trip for your members. You will be staying outside of the city for two nights, sharing hostel rooms to keep the cost down. At breakfast after the first night members of your group are laughing and chatting about images and jokes shared on the WhatsApp group for your trip. The pictures are unflattering shots of members sleeping or getting changed, and have been posted alongside jokes about their appearance or clothing. Some students, including some of those whose pictures have been shared, find it funny but others do not. One of them complains to you as you are a member of the committee, saying they feel really embarrassed by the incident, but hasn’t raised it with anyone else.

* **Write how you would react, respond or intervene in the situation**

Explaining to the group that this is not acceptable behaviour without indicating who it is who feels uncomfortable so as to protect their confidentiality (direct)

Checking in that the person who has come to you is okay (delayed)

Let a soc coordinator know about the incident for further advice and support (delegate/delayed)

* **Identify any barriers which might inhibit or change your response/intervention**

The differences in opinion within the group that some people find it funny

Alcohol

* **Identify any enablers which might help your response/intervention**

Support from other committee members

Commitment to your values of being an inclusive society for all

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

You might need to consider room-sharing arrangements for second night of the trip to ensure everyone feels as comfortable as possible

Again, gender is not mentioned here; have they made assumptions about the gender of those involved in the scenario?

**SCENARIO 3 - PROGRESSION A**

When you are back in Liverpool from the trip that evening, you realise that one of the society members has shared the photos on their Instagram stories tagging the members pictured. One of the pictures in particular is a shot of a student half-dressed with their underwear showing.

* **Write how you would react, respond or intervene in the situation**

You could message the person directly and ask them to remove the photo from their stories (direct)

You could explain to the person that their behaviour is really not okay and get them to think about the impact it might have on others (direct)

Let a soc coordinator know about the incident for further advice and support (delegate/delayed)

* **Identify any barriers which might inhibit or change your response/intervention**

Relationship with the person who has posted it

* **Identify any enablers which might help your response/intervention**

Support from other committee members

Commitment to your values of being an inclusive society for all

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

Again, gender is not mentioned here; have they made assumptions about the gender of those involved in the scenario?

Get them to consider the likelihood of whether they think this progression would have happened if they had successfully intervened with the first scenario?

**SCENARIO 3- PROGRESSION B**

The student who is pictured half-dressed comes to you the next day as they have now received an unwanted direct message from another student on Instagram making sexual comments and they are really upset.

* **Write how you would react, respond or intervene in the situation**

Support the member who is pictured; check in with them and ask whether they need any extra support. If they do, you can signpost them to Guild Advice (direct)

You could explain to the person who posted the story that their behaviour is really not okay and get them to think about the impact it might have on others (direct)

Let a soc coordinator know about the incident for further advice and support (delegate/delayed)

* **Identify any barriers which might inhibit or change your response/intervention**

Relationship with the person who has posted it

* **Identify any enablers which might help your response/intervention**

Support from other committee members

Commitment to your values of being an inclusive society for all

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

Again, gender is not mentioned here; have they made assumptions about the gender of those involved in the scenario?

Get them to consider the likelihood of whether they think this progression would have happened if they had successfully intervened with the first scenario?

Keeping the incident as confidential as possible and not sharing with anyone who does not need to know (i.e. the Guild)

Advise student about possibility of making a complaint to the University under Policy on Student Conduct and Discipline.

**EXTRA SCENARIOS**

Some members of your society have been using your society Facebook group to exchange academic textbooks with other students. You get a message from a new member of your society, a first year student, who tells you that a third year student they’ve purchased textbooks off has been contacting them a lot. The third year student has sent the first year student repeated messages via Facebook and on university email, inviting them to one-on-one study sessions and nights out with third year students. The first year student tells you that they don’t know what to do, but that they are starting to feel uncomfortable going to society events because they are worried that the third year student will be there.

* **Write how you would react, respond or intervene in the situation**

Post a reminder in the group about the intended purpose of it (i.e. that it should only be used to contact people about exchanging/purchasing text books) (direct)

Tell the first year student to block the third year student on social media if they do not want to receive any further messages (direct/delayed)

Ask first year student if they want you to approach third year student directly to ask them to stop (direct)

* **Identify any barriers which might inhibit or change your response/intervention**

More likely to know the third year student if you are a committee member

* **Identify any enablers which might help your response/intervention**

Commitment to your values of being an inclusive society for all

Impact on first year student

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

Wouldn’t be appropriate for a society to decide to just ban someone from an event and they should not be self-policing in this way

**SCENARIO 4 - PROGRESSION A**

A few weeks later, the first year student comes back to you and says things have gotten worse. They tell that they are now receiving messages from the third year student on a daily basis through social media, texts, emails and voicemails. The messages have started to get offensive and angry as the first year has not been responding. The first year shows you the most recent messages, where the third year is using homophobic, sexist language and threatening to cause harm to the first year if they don’t respond.

* **Write how you would react, respond or intervene in the situation**

Support the student receiving the messages, checking in on their wellbeing (delayed)

Speak to a soc coordinator asap (delegate) – In this instance, the Guild could offer support to the first year in several ways;

1. They would be encouraged to speak to the Guild Advice service for confidential advice on options including reporting the third year student to the University
2. They could make a complaint directly to the Guild about the third years behaviour and the Guild would investigate the situation and could measures in place such as not allowing the third year to attend society events whilst the investigation was happening
3. The society coordinator would support the committee in managing the situation

* **Identify any barriers which might inhibit or change your response/intervention**

More likely to know the third year student if you are a committee member

Worried about reaction of third year student if they are stopped from coming to society

* **Identify any enablers which might help your response/intervention**

Commitment to your values of being an inclusive society for all

Impact on first year student

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

Wouldn’t be appropriate for a society to decide to just ban someone from an event and they should not be self-policing in this way

High levels of risk in this situation if the committee member does not seek further support

**SCENARIO 6**

It is the morning after a society night out and quite a few of them have stayed over at your house and are currently asleep in your living room. Your housemate, Alex, who is not in the society, came out with you all last night and they knock on your door waking you up. Alex comes into your room in tears and is clearly distressed. Alex says that they have woken up and cannot remember anything about last night, but there are used condoms in their bin and they cannot remember having sex last night or bringing anyone home.

* **Write how you would react, respond or intervene in the situation**

Looking after your housemate is first priority – make them a cup of tea, make the house as safe a space as possible for them, could ask anyone staying over to leave. Don’t make any assumptions on what may have happened, stay with your friend and make them breakfast,

Go at the housemates pace – if they want to talk about it and how they are feeling then listen but don’t fire loads of questions at them; just let them know that you are there for them

Could ask your friend whether they would like to talk to any support services about it – encouraging them that there is support available if they just need to talk (SWAG/Guild Advice Service)

AVOID asking other people or “investigating” the other people who were on the night out. You friend has told you something in confidence and talking to others about it would be unfair

* **Identify any barriers which might inhibit or change your response/intervention**

Your own judgements or assumptions about what may have happened

Noisy house/lots of people still in the house

* **Identify any enablers which might help your response/intervention**

Wanting to look after your friend

Quiet, safe space to talk

Knowledge of signposting

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

Again, gender neutral name; have they made assumptions about the gender of those involved in the scenario?

Thing to bear in mind; not to throw condoms away – potential evidence if sexual assault has taken place

**SCENARIO 6 - Progression A**

Later on that day, one of your fellow committee members, Sam, sends you a screenshot from one of the society WhatsApp groups that they are part. In the whatsapp group, another society member, who was on the night out has posted a photo of Alex sleeping naked in the bed saying “6/10, higher if the slag didn’t fall asleep half way through”.

* **Write how you would react, respond or intervene in the situation**

Important to tell Alex what has happened – Alex has a right to know – get group to reflect how they would feel if they were Alex and they were not told what has happened. This is about empowering Alex with the knowledge so that they can make a decision about what to do next – power has been taken away from Alex in this situation so you need to give Alex the power back

If feel really unable to have conversation, could seek support from SWAG or Guild

Really important to stress that ignoring what has been received is not an option

* **Identify any barriers which might inhibit or change your response/intervention**

Being worried about Alex’s reaction – not wanting to have a difficult conversation

* **Identify any enablers which might help your response/intervention**

Wanting to look after your friend

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

**SCENARIO 6 – PROGRESSION B**

Alex is scared to leave the room, they are scared to tell the police and do not want to tell the University. Alex is scared that it will affect their degree, especially if the University find out that they had taken illegal drugs last night.

* **Write how you would react, respond or intervene in the situation**

Be supportive to Alex – try to encourage Alex to report it; best option would be to go to SafePlace, which is the Sexual Assault Referral Centre (SARC) for Merseyside. They offer support including medical attention, counselling as well as preserving forensic evidence with no obligation of reporting to police. You could offer to go to SafePlace with Alex for support.

Important to think about support for yourself as well in this is a really challenging situation to manage as a friend and supporter

* **Identify any barriers which might inhibit or change your response/intervention**

Not knowing what to do or say

* **Identify any enablers which might help your response/intervention**

Wanting to look after your friend

Knowledge of support services and signposting for Alex

Having done this training

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

Thing to bear in mind; not to throw condoms away – evidence that can be preserved by SafePlace

**SCENARIO 7**

Your society has organised a scribble party (a social event where members show up in white t-shirts and draw on each other) and you are meeting in the Courtyard in the Guild. Everybody else seems to be having a good time, but fairly early on, there is a disturbance and you go over to see what’s happening. Someone accuses another attendee of touching them inappropriately while drawing on them. The person they are accusing denies they have done anything wrong.

* **Write how you would react, respond or intervene in the situation**

Seek support from other committee members to help manage the situation (delegate)

Separate the two parties involved (direct) – could potentially ask the person who has been accused to leave, this would minimise risk on the evening

Check the person who has made the accusation is okay (delayed)

Get in touch with a society coordinator the next day for advice (delegate and delayed)

* **Identify any barriers which might inhibit or change your response/intervention**

Alcohol

Relationship with people involved

* **Identify any enablers which might help your response/intervention**

Support from other committee members

* **Note any potential consequences, additional considerations, issues, or questions you may have in the situation**

No genders are mentioned in this scenario; ask the group whether they made assumptions on gender/age or whether alcohol was involved

Societies shouldn’t be investigating situations like this by themselves or self-policing and reaching judgements so it’s best to seek advice from a soc coordinator

Ask them to consider how they might handle this if it was at a house party or in a bar in town