

Tackling sexual harassment: an update on Goldsmiths' commitments and progress so far

November 2018

Goldsmiths, University of London, published the first iteration of its 10-point plan for tackling sexual harassment in October 2016. Since then a significant amount of progress has been made, with the College achieving a number of the goals set out in that plan.

This includes the launch in March 2018 of Report and Support, the online tool allowing anyone in the Goldsmiths community to report or disclose that they have experienced sexual harassment, sexual violence or sexual misconduct. Those using this system can choose to remain anonymous or share their details with the College. New policies and practices were also introduced to provide the framework for Report and Support to work effectively.

This document is the second update of the 10-point plan, following a review published in October 2017 which added two extra points to the plan. The summary of progress so far, charted against the operational themes which now form the main areas of the College's work in this area, is set out below.

To enable progress to be easily charted updates for both 2018 and 2017 are included. Each year's entry is clearly marked **October 2018** or **October 2017**.

For those points marked "ongoing", it is important to note that substantial work and achievements have been made – but that by the work's open-ended nature cannot be considered fully completed. Their ongoing nature is key to the College's progress in tackling sexual harassment.

The College's Senior Management Team and its governing Council regularly review the progress and activity covered by this plan and remain committed to its effective delivery.

As the work in this area matures and embeds further across the College's activities, this document is intended to be the last annual update of the 10-point plan.

A new three-year strategic plan has also been created by the Strategy and Review Manager which incorporates the ongoing work highlighted in the 10-point plan.

This new three-year plan will be essential in providing a strategic oversight of the College's work in this critical area. It also recognises that this work will continue to develop as it responds to the requirements of everyone in the Goldsmiths community.

Ref	Key theme (10 point plan with additions following more recent recommendations)	Status	Further Information	Completed by
1	New post to review and improve the framework around reporting and addressing sexual harassment	Complete	<p>OCTOBER 2017: Strategy and Review Manager recruited from outside Goldsmiths, and in place for the last six months. This fixed term role will be reviewed over the coming weeks on the basis of the continuing developments and needs of the institution in this area.</p> <p>OCTOBER 2018: Strategy and Review Manager post extended for a further year. Purpose of role has transitioned from developing and delivering new systems, policy and process to more strategic role focusing on culture change both within and outside the institution as well as embedding a three-year strategic plan across College.</p>	April 2017
2	Definition of sexual harassment	Complete	<p>OCTOBER 2017: Definition published in October 2016. This definition will be used for future publications with some possible changes as the project evolves.</p> <p>OCTOBER 2018: New definition published in March 2018 as part of new policy on sexual violence, sexual harassment and sexual misconduct: https://www.gold.ac.uk/media/documents-by-section/about-us/governance/policies/Goldsmiths-policy-on-sexual-violence-harassment-misconduct.pdf. This policy has been shared internally with all stakeholders and externally. It has also been an integral part of training sessions for students and staff.</p>	March 2018
3	Establishing an Advisory Board	Complete	<p>OCTOBER 2017: Board created and meeting every 4 - 6 weeks to oversee work as it progresses, chaired by the Deputy Warden. Membership includes representatives of the Students' Union and staff trade unions, reflecting breadth of engagement recommended by Universities UK.</p>	November 2016

			<p>OCTOBER 2018: Board continues on above terms. In addition, existing members are now also part of “triage” team responsible for reviewing the College’s casework in this area.</p>	
4	Training and awareness for students	Ongoing	<p>OCTOBER 2017: The Senior Management Team committed funds for training to be developed and piloted in partnership with the Students’ Union (SU) during 2017/18. The outcome of the pilot will inform long term planning for the delivery of student training. The Strategy and Review Manager is working closely with the SU on developing the College’s training plans and helping to ensure consistency of advice across separate wellbeing and advice sources.</p> <p>OCTOBER 2018: A multi-channel publicity campaign, entitled Against Sexual Violence and backed by College, Goldsmiths UCU, Goldsmiths Unison and the SU, was delivered to all students when Report and Support and the new policy launched in March 2018. Bystander Training is being delivered by the Students’ Union, with free two and a half hour sessions available to all students throughout the year. These sessions are delivered by paid peer facilitators, who received two full days training from Rape Crisis South London.</p>	Ongoing as now part of standard practice
5	Training and awareness for staff	Ongoing	<p>OCTOBER 2017: The College has partnered with Rape Crisis South London to deliver training to all staff beginning with bespoke sessions for those who have pastoral and leadership responsibilities and broadening out to awareness briefings that all other staff are expected to attend. This training will encompass those in senior/personal tutor roles where need has been identified to offer support in handling disclosures and referrals and awareness of the limits of their role.</p> <p>OCTOBER 2018: A multi-channel publicity campaign, entitled Against Sexual Violence and backed by College, Goldsmiths UCU, Goldsmiths Unison and the SU, was delivered to all staff when Report and Support, the new</p>	Ongoing as now part of standard practice

			<p>policy and training launched in March 2018. To date more than 1,000 members of staff from College have participated in training since March 2018 – representing nearly 60% of all Goldsmiths staff in little over six months. Further training sessions in Autumn 2018 are planned and HR is exploring alternative modes of training in order to be access more readily those part-time staff in academic departments.</p>	
6	Recording staff training	Ongoing	<p>OCTOBER 2017: More robust co-ordination of records of induction/training undertaken by staff is a key focus of ongoing work prioritised by Goldsmiths’ Senior Management Team and co-ordinated by the HR team. Aspects of this work intersect with organisational preparations for the General Data Protection Regulation, coming into force in 2018.</p> <p>OCTOBER 2018: Agresso HR is the source of staff data and is being used to record staff attendance to training.</p>	Ongoing as now part of standard practice
7	Reporting Sexual Harassment – Students	Complete	<p>OCTOBER 2017: A review of the reporting frameworks for students, staff and visitors was undertaken by the Strategy and Review Manager. The review found that the College has an approach to disclosures that mostly relies on students and staff raising formal complaints – a fairly standard measure across HE but one that falls short of the holistic response required. The review made a number of recommendations which are being enacted by the College including the procurement of a specialised online reporting tool which is expected to be launched in December 2017. Our approach to handling historic allegations will be clarified and clearly explained to users of the tool.</p> <p>OCTOBER 2018: Online reporting tool Report and Support launched in March 2018 – delayed from December 2017 to ensure all technical and data issues were addressed. Report and Support was launched alongside new procedures and policies which drew on reviews undertaken by Strategy and Review Manager.</p>	March 2018
8	Reporting Sexual Harassment – Staff	Complete		

9	Policies and guidance	Complete	<p>October 2017: A new single policy on sexual harassment, violence and misconduct has been drafted. The policy is currently being consulted on and it is expected that it will be formally approved by Academic Board and Council at the end of the Autumn Term. No new investigatory processes have been created in this policy, therefore a review is also underway of all related staff and student policies. A major campus-wide communications campaign is being planned to ensure wide awareness of all relevant policies and procedures, and these will be included in training for staff and students.</p> <p>October 2018: Policies launched, guidance provided on the support pages of Report and Support. Face to face training specific to roles such as first responders, managers, security and senior tutors focused on conveying the expectations of such roles within the new policy: https://www.gold.ac.uk/media/documents-by-section/about-us/governance/policies/Goldsmiths-policy-on-sexual-violence-harassment-misconduct.pdf</p>	March 2018
10	Leading the HE Response	Ongoing	<p>October 2017: The Senior Management Team made significant investment via the creation of a dedicated strategic post and budget to enable recommendations to be embedded across the institution. It has led cross-institutional (leadership team, staff and students) commitment to improvements. Regular external communications and engagement with sector organisations such as Universities UK, the Equality Challenge Unit and other HEIs are key to the approach taken.</p> <p>October 2018: The College's work in this area has been recognised externally by national media and we are working with and providing advice to other universities looking to address sexual harassment. We are also working with partner organisations in the sector and representatives from Goldsmiths are due to present at a</p>	Ongoing as now part of standard practice

			number of HE sector conferences over the coming months.	
11	Working with our communities and partners	Ongoing	<p>October 2017: Work with procurement and those overseeing contractors' third party partnerships. Have confirmed a partnership with Rape Crisis South London and are exploring further opportunities to partner with local community organisations and projects. Discussions underway with relevant managers about considering how partners with whom they work are informed of our work and policies to tackle sexual harassment, violence and misconduct.</p> <p>October 2018: We continue to invest in our partnership with Rape Crisis South London, Goldsmiths Students' Union works closely with Good Night Out to embed consent culture in their own and night time venues in Lewisham. Goldsmiths has become a member of the Lewisham Violence Against Women and Girls Forum and have engaged our accommodation and security partners in attending our understanding and responding to sexual violence training.</p>	Ongoing as now part of standard practice
12	Ensuring adequate resources for the above	Ongoing	<p>October 2017: It is critical to ensure we can meet any increased demand from students or staff for relevant reporting and wellbeing services. Since April 2017, two additional members of staff have been recruited into the Student Wellbeing team, one on a permanent basis and one through fixed term HEFCE catalyst funding. This will be reviewed during the 2017/18 budget round.</p> <p>October 2018: The post of Review and Strategy Manager has been extended to enable work to continue. Further funding has been provided to retain a HEFCE fixed-term post for an additional year as well as a commitment to support ongoing student and staff</p>	Ongoing now part of standard practice

			training. Council is being provided with quarterly reports on this work with SMT also receiving regular updates.	
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