

<b>Policy &amp; Procedure</b>	Gender Based Violence (GBV) Student Policy
<b>Policy Area</b>	Students
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<b>Responsible Senior Manager</b>	Assistant Principal Student Life & Skills

## History of Amendments

Date	Version/Pages/Sections Affected	Summary of changes

### Policy Statement

West College Scotland aims to develop and maintain a learning environment of trust where individuals can work together effectively. The principles and values of this policy acknowledge that students have a right to feel their learning environment is safe, promotes equality, dignity and encourages individuals to treat each other with respect and trust.

### Equality Statement

The College is committed to providing equal opportunities to ensure its students, staff, customers and visitors are treated equally regardless of gender reassignment, race, religion or belief; disability; age; marriage and civil partnerships; pregnancy and maternity; sexual orientation; sex.

Please note this document is available in other formats, to request another format please email [info@wcs.ac.uk](mailto:info@wcs.ac.uk)

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# Gender Based Violence (GBV) Student Policy

## 1. Introduction

The purpose of this policy is to provide guidance on:

- The College's approach to GBV and the related expectations of students;
- The links to College's approach to GBV and the related expectations of staff;
- The support available to students who have experienced GBV, both on and off campus; and
- The procedure for dealing with perpetrators of GBV;

The College, however, recognises the need to deal with certain matters on a case-by-case basis.

The College identifies that gender-based violence is an issue it must tackle. The College is committed to applying and promoting the principles of equality, diversity and inclusion in all the services it provides. It promotes a culture where every student is included, whatever their background, abilities, age, race, faith, sexuality or gender. It embraces the benefits and opportunities that come from having a diverse mix of students.

It is concerned with promoting an educational culture and environment that is free from unlawful or unfair forms of discrimination, harassment and victimisation on the grounds of a person's gender, sexuality, gender reassignment, marital or civil partnership status, or pregnancy and maternity.

The policy is particularly concerned with ensuring that the College is an environment for students that is free from sexual bullying, sexting, sexual violence, stalking, drug or alcohol assisted rape or sexual assault, sexual harassment, childhood sexual abuse and domestic violence; and where such behaviour occurs that students know how to and feel able to seek help.

The College recognises that it is likely that some of its students will be amongst those affected by gender-based violence for example, as a survivor, an individual who is currently living with gender-based abuse, or as a perpetrator.

## **2. Definition**

Gender-based violence refers to the continuum of emotional, psychological, economic, physical and sexual abuse, which is experienced disproportionately by women and children and perpetrated predominantly by men. It includes, but is not limited to domestic abuse, child sexual abuse, rape and sexual assault, sexual harassment, female genital mutilation, forced marriage, so-called 'honour' crimes, and commercial sexual exploitation through prostitution and pornography. Discrimination in relation to ethnicity, (dis)ability, sexual orientation, poverty, age, migrant or refugee status etc. can increase and intensify vulnerability to abuse.

## **3. Scope**

The College recognises its responsibilities in promoting the welfare and safety of all its students. Therefore, this policy applies to all students.

## **4. Key Principles**

**4.1.** The College has a zero tolerance position on gender-based violence and is committed to ensuring that any student who is the victim of gender-based violence has the right to raise the issue with any member of staff in the knowledge that they will receive appropriate support and assistance. This policy also covers the approach we will take where there are concerns that a student may be the perpetrator of gender-based violence.

**4.2.** Gender based violence has a profound impact on the victim which can affect their ability to attend classes, concentrate on lessons or finish work. They may be living in fear of their perpetrator coming into college or discovering where they are. All staff involved in supporting a victim must be sensitive to these issues and follow relevant policies or decisions about protection to make the time at college secure and supportive.

**4.3.** Other individuals may be impacted by the victim's experience and may need also support from College staff.

## **5. Support for Students who Report an Incident**

If a person reports an incident to a member of staff, it should then be referred to the Safeguarding team, reported to [safeguarding@wcs.ac.uk](mailto:safeguarding@wcs.ac.uk) The incident will be treated in confidence except if there is an immediate danger to the person or others and this will be explained at the beginning of the meeting. It will be explained in this instance, that a report will be made to Police Scotland.

If the person is in no immediate danger and doesn't want the incident reported to the police, then a confidential report should be logged. The person should be offered ongoing support. When an allegation is made against another student, this should be dealt with using the Student Behaviour Policy.

If an allegation is made against a member of staff, this should immediately be reported to the Organisational Development and Human Resources department.

Students may be supported by staff such as the advice guidance and learner support team, or external support agencies.

## Appendix 1 - Inverclyde

### Gender Based Violence – Outside Agencies who can support women who have been affected by Emotional, Physical, Sexual and Financial Abuse

- **Rape Crisis Glasgow and Clyde – 08088 00 00 14/ 0141 552 3201**

- **Inverclyde Woman’s Aid – Tel: 01475 888505 – Contact Val Sheppard**

Provides support to women, children and young people who are current, or have, experienced domestic or sexual abuse. They provide refuge support for women and children who urgently need a place to stay, practical and emotional support and advice and therapeutic counselling support to move on from, or cope with, abuse. Services are all offered free of charge.

- **The Cedar Project – Tel: 01475729220**

Is an abuse, trauma, recovery therapeutic group work programme for children and young people aged 4-16 who have experienced domestic abuse. Mothers also attend a concurrent programme to enable them to support their children’s recovery.

- **Inverclyde Victim Support – Tel: 01475 787 300**

E-mail - [victimsupport.inverclyde@victimssupportsco.org.uk](mailto:victimsupport.inverclyde@victimssupportsco.org.uk)

**Provides Help for Victims** - Victim Support provides victims with free and confidential emotional and practical assistance and information about the criminal justice system. Trained volunteers and staff deliver this assistance throughout Scotland. There is a Victim Support office in every local authority area

**Provides Help for Witnesses** - Victim Support Scotland provides help for witnesses. If you are attending court as a witness to a crime, our volunteers will be available to help you on the day.

- **Police**

#### **How to report Domestic Abuse**

If the incident requires immediate attention please contact your local police station. In an emergency always call 999 (if the incident is ongoing or life is in danger).

If you have been the victim or witness to domestic abuse, or have concerns regarding a victim of domestic abuse there are several ways you can report this to the police.

- At your local police station. If the incident is urgent, this is the best way to report it. If someone is in immediate danger always phone 999.
- You can also call 101 and speak to an operator who will notify your local police station.
- You can use the **online domestic abuse form** which can be found on the Police Scotland Website. If you are unable to go to your local office (or prefer to remain anonymous), you can submit the form directly to the police.

- **Inverclyde Health and Social Care Partnership**

The Health and Social Care Partnership (HSCP) is a new organisation that builds on previous CHCP arrangements. It formally brings together community health services and social work services.

**HSCP Headquarters - Telephone 01475 715 365**

[InverclydeHSCP.communications@ggc.scot.nhs.uk](mailto:InverclydeHSCP.communications@ggc.scot.nhs.uk)

Hector McNeil House, 7-8 Clyde Square, Greenock, PA15 1NB

Standby Social Work Services (out of hours)

Telephone 0300 343 1505

- **Inverclyde Council Housing**

Customer Service Centre

Telephone 01475 717171

- **Community Safety and Resilience**

Tel: 01475 715450

Inverclyde Council

The James Watt Building

105 Dalrymple Street

GREENOCK

PA15 1HU

- **Legal Advice**

- Scottish Child Law Centre: 0131 667 6333
- Citizens Advice Bureau Paisley - 0141 889 2121

- **Other Websites**

- [www.thehideout.org.uk](http://www.thehideout.org.uk) (for children and young people)
- [www.inverclyde.gov.uk](http://www.inverclyde.gov.uk)
- [www.scotland.gov.uk](http://www.scotland.gov.uk)
- [www.scottishwomensaid.org.uk](http://www.scottishwomensaid.org.uk)
- [www.womensaid.org.uk](http://www.womensaid.org.uk)

## **Appendix 2 - Renfrewshire**

- **Rape Crisis Glasgow and Clyde – 08088 00 00 14**
- **Line for referral from worker 0141 552 3201**
- **Renfrewshire Woman’s Aid – Tel: [0800 025 7603](tel:08000257603) – Aileen**

Offer a variety of different services and support:

### **ADVICE AND INFORMATION**

Drop-in advice centre where you are welcome to call in and see someone or telephone for support and advice. Open Monday to Friday 9.00am – 4.00pm. This is also, where all the administrative work is carried out and is the central contact point for any external agencies.

### **ONE TO ONE SUPPORT**

Provides women with information so that they can make their own decision regarding their future. Will always listen without judgement and ensure that women have options available, in order to be in control of their lives.

### **SUPPORT OF CHILDREN AND YOUNG PEOPLE**

Committed to supporting children and young people who experience domestic abuse. Believe it is important to recognise they are individuals who have their own needs and must be listened to in their own right. They are able to provide support workers who help with play sessions and trips for any children and young people in our accommodation.

### **ADVOCACY**

They can advocate on your behalf and provide representation with statutory and voluntary agencies.

### **LEGAL RIGHTS INFORMATION**

They can provide you with information on all your legal rights and help you find a local solicitor if necessary.

### **SUPPORT GROUP**

Renfrewshire Women’s Aid facilitates a support group in St Mirin’s Cathedral, Ingle Street, Paisley every second Friday. All women who have or are experiencing domestic abuse are welcome.

- **Women and Children First – Tel : 0300 300 0345**

Women and Children First can provide a range of support services to women and children who have experienced rape, sexual assault, physical abuse, harassment and/or child sexual abuse, whether in the home or in the wider community.

E-mail: [woman.sw@renfrewshire.gov.uk](mailto:woman.sw@renfrewshire.gov.uk)

- **Cedar Network - Renfrewshire Reconnection – Tel: 0300 300 0345**

Provides one to one support to children and their mothers and group work support. Through the Cedar Project provides a therapeutic, group work programme for children and young people who have behavioural, emotional and social difficulties because of their experience of domestic abuse and to provide a group work programme for their mothers.

- **Renfrewshire Victim Support – Tel: [0141 887 0328](tel:01418870328)**

Email: [victimsupport.renfrewshire@victimsupportscotland.org.uk](mailto:victimsupport.renfrewshire@victimsupportscotland.org.uk)

Provides Help for Victims - Victim Support provides victims with free and confidential emotional and practical assistance and information about the criminal justice system. Trained volunteers and staff deliver this assistance throughout Scotland. There is a Victim Support office in every local authority area.

Provides Help for Witnesses - Victim Support Scotland provides help for witnesses. If you are attending court as a witness to a crime, our volunteers will be available to help you on the day.

- **Police**

#### **How to report Domestic Abuse**

If the incident requires immediate attention please contact your local police station. In an emergency always call 999 (if the incident is ongoing or life is in danger).

If you have been the victim or witness to domestic abuse, or have concerns regarding a victim of domestic abuse, there are several ways you can report this to the police.

- At your local police station. If the incident is urgent, this is the best way to report it. If someone is in immediate danger always phone 999.
- You can also call 101 and speak to an operator who will notify your local police station.

- You can use the online domestic abuse form which can be found on the Police Scotland Website. If you are unable to go to your local office (or prefer to remain anonymous), you can submit the form directly to the police.
  
- **Housing**  
Housing Advice and Homeless Services - 0300 300 0222  
housingadvice.hps@renfrewshire.gov.uk
  
- **Legal Advice**
  - Scottish child Law Centre: 0131 667 6333
  - Citizens Advice Bureau Paisley - 0141 889 2121
  
- **Other Websites**
  - [www.thehideout.org.uk](http://www.thehideout.org.uk) (for children and young people)
  - [www.west-dunbarton.gov.uk](http://www.west-dunbarton.gov.uk)
  - [www.scotland.gov.uk](http://www.scotland.gov.uk)
  - [www.scottishwomensaid.org.uk](http://www.scottishwomensaid.org.uk)
  - [www.womensaid.org.uk](http://www.womensaid.org.uk)

## **Appendix 3 – West Dunbartonshire**

- **Rape Crisis – Contact Mary Rankin – 07743807844. Based at Whitecrook Centre, Clydebank**
- **CARA Service – Tel: 0141 562 8800 – Website Available**

Cara Service is a free and confidential service, providing counselling support to women, children and young people who have experienced or been exposed to domestic abuse, sexual abuse, rape and sexual assault. Domestic abuse includes emotional, physical, financial and sexual abuse.

### **Referral**

Women and children can be referred by organisation e.g. Mental Health, GP, Social Work, School, Psychologist, Parent/carer. To access the service women and children need to be in agreement about the referral and women and children must reside within West Dunbartonshire. Women are also able to self-refer.

- **Dumbarton District Women’s Aid**

Dumbarton District Women’s Aid (DDWA) is a confidential organisation which provides information, support and where appropriate, refuge for women and any accompanying children who have experienced or at risk of domestic abuse. The abuse may be from a partner, ex-partner or someone they are living with. Services provided are:

- Refuge Accommodation
- Follow-on resettlement support
- Outreach/Drop-in Service
- Children & Young People’s services are provided to children and young people in their own right, mirroring those provided to their mothers. Children’s support workers work with children and young people in refuge and when they move into their new home and also provide an outreach service to children and young people in the community.

Across all of our service areas women, children and young people have access to a broad range of information, emotional and practical support, as well as direct advocacy with other agencies or service providers. The information and support received is person

centred and based on individual needs and abilities. Overall, women who experience domestic abuse receive support with a variety of complex issues; they need help understanding the causes and consequences of domestic abuse and talking to someone who understands their situation as well as support with implementing a safety plan and getting information about benefits, healthcare and education. Whatever the circumstances women, children and young people can access information and support through face-to-face contact (drop-in and appointments) and telephone.

- For further information and support call: 01389 751036
- For emergency accommodation out of hours in West Dunbartonshire phone: 08001971004
- To speak to someone out of hours phone Scottish Domestic Abuse helpline on: 08000271234

- **West Dunbartonshire Victim Support – Tel: 0141 952 2095.**

E-mail - [victimsupport.westdunbartonshire@victimsupportsco.org.uk](mailto:victimsupport.westdunbartonshire@victimsupportsco.org.uk)

**Provides Help for Victims** - Victim Support provides victims with free and confidential emotional and practical assistance and information about the criminal justice system. Trained volunteers and staff deliver this assistance throughout Scotland. There is a Victim Support office in every local authority area.

**Provides Help for Witnesses** - Victim Support Scotland provides help for witnesses. If you are attending court as a witness to a crime, our volunteers will be available to help you on the day.

- **Cedar West Dunbartonshire – Tel: 0141 562 8800**

The **Cedar Project** is an abuse, trauma, recovery therapeutic group work programme for children and young people aged 4-16 who have experienced domestic abuse. Mothers also attend a concurrent programme to enable them to support their children's recovery.

The project is part of West Dunbartonshire Community Health and Care Partnership's Violence Against Women Service. E-mail - [Carol.young@west-dunbarton.gov.uk](mailto:Carol.young@west-dunbarton.gov.uk)

- **Police**

- **How to report Domestic Abuse**

If the incident requires immediate attention please contact your local police station. In an emergency always call 999 (if the incident is ongoing or life is in danger).

If you have been the victim or witness to domestic abuse, or have concerns regarding a victim of domestic abuse, there are several ways you can report this to the police.

- At your local police station. If the incident is urgent, this is the best way to report it. If someone is in immediate danger always phone 999.
- You can also call 101 and speak to an operator who will notify your local police station.
- You can use the online domestic abuse form which can be found on the Police Scotland Website. If you are unable to go to your local office (or prefer to remain anonymous), you can submit the form directly to the police
- Female and Child Unit, Clydebank: 0141 532 3331/3400

- **Community Health and Care Partnership (CHCP)**

- Clydebank Area Team: 0141 562 8800
- Dumbarton Area Team: 01389 608118
- Vale of Leven Area Team: 01389 608080
- Emergency Out of Hours Service: 0800 811505

- **Housing**

- Clydebank Area Housing Office: 01389 738625
- Dumbarton Area Housing office: 01389 608999
- Vale Area Housing Team: 01389 608900
- Emergency Out of Hours Service: 0800 1971004

- **Benefits Agency**

- Clydebank: 0141 951 3100
- Dumbarton: 01389 736400

- **West Dunbartonshire Violence Against Women Partnership**

West Dunbartonshire Violence Against Women Partnership (WDVAWP) brings together agencies who work together to improve and co-ordinate services for women, children and young people. Tel: 01389 738 680

- **Legal Advice**

- Scottish Child Law Centre: 0131 667 6333
- Citizen's Advice (Clydebank): 0141 951 1778
- Citizen's Advice ( Alexandria): 01389 604705

- **Other Websites**

- [www.thehideout.org.uk](http://www.thehideout.org.uk) (for children and young people)
- [www.west-dunbarton.gov.uk](http://www.west-dunbarton.gov.uk)
- [www.scotland.gov.uk](http://www.scotland.gov.uk)
- [www.scottishwomensaid.org.uk](http://www.scottishwomensaid.org.uk)
- [www.womensaid.org.uk](http://www.womensaid.org.uk)

## Equality Impact Assessment

**Name of policy/procedure/decision: Gender Based Violence Student Policy**

Gender Based Violence (GBV) Student Policy

**Provide a brief summary of the aims of the policy/procedure/decision and main activities:**

The purpose of this policy is to provide guidance on the College's approach to GBV and the related expectations of students and the support available to students who have experienced GBV, both on and off campus. It should assist the College with responding to the national priority of eradicating violence against women and girls.

**Assessed By:** Clare Fraser

**Date:** 9 April 2020

**This stage establishes whether a policy, procedure or decision will have a differential impact from an equality perspective on people who share protected characteristics or whether it is "equality neutral" (i.e. have no effect either positive or negative).**

The protected characteristics are: age, disability, gender reassignment, pregnancy or maternity, race, religion or belief, sex and sexual orientation.

**1. Who will benefit from this (students/staff/stakeholders)? Is there likely to be a positive impact on people who share protected characteristics, and if so, how? Or is it clear at this stage that it will be equality "neutral"? i.e. will not have a differential impact on any equality group/s?**

Protected groups may have other experiences of discrimination which can compound the impact of abuse. For example, people with a disability may be reluctant to take leave due to negative stereotypes which already exist, and transgender people may experience significant barriers to disclosing due to stigma and social stereotyping. It is anticipated that this Policy will assist in alleviating compound discrimination.

**2. Is there likely to be an adverse impact on people who share protected characteristics? If so, who may be affected and why? Or is it clear at this stage that it will be equality "neutral"?**

For the avoidance of doubt, while domestic abuse is experienced disproportionately by women and perpetrated predominantly by men, this Policy recognises that domestic abuse also affects men and disclosing abuse can be difficult for men due to stereotypes.

**3. What action will you take to ensure that you are monitoring the impact of this Procedure?**

This Policy will be monitored through the collection of Safeguarding data. We will also work with the Student Association to monitor impact and develop actions to enhance our response.