

Bristol Zero Tolerance Action Plan

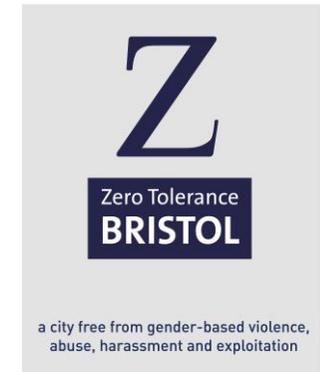
Name of organisation: University of Bristol

Date signed pledge: March 8th 2015

Who signed pledge: Professor Judith Squires, Pro Vice-Chancellor

Contact details: pvc-education@bristol.ac.uk

As an organisation who has signed the Bristol Zero Tolerance pledge you agree to take action in at least one of the key areas, where you can make the most difference:



Area to take action	Short-term (next 6 months)	Medium term (next 12 months)	Long-term (next 18 months)	Relevant departments, staff and contact details	Progress Red – critical needs attention Orange – in progress Green - complete
Training	<p>Online induction course For all new students with a section on consent.</p> <p>Sexual Consent workshops for new students during welcome week. Supported by SARSAS and Students’ Union.</p>	Course and workshops repeated for all new students.			
Awareness raising	<p>UniSmart Presentation including consent for all new students – this received positive</p>				

	<p>feedback in the student survey.</p> <p>Posters in student residences raising awareness of harassment and sexual violence</p>				
Review of policies and procedures	<p>Student Agreement All students sign up to this when they enrol and includes information on expected behaviour.</p> <p>Will comply with updated Universities UK guidance on sexual violence and harassment.</p>	<p>Gender based violence and abuse policy statement launched and associated training provided for HR staff on dealing with disclosures, the impact on employees, etc.</p>			
Initiatives	<p>Member of the Joint Forum Against Sexual Violence and Harassment which has been established by both Universities, involving key stakeholders from across Bristol.</p> <p>Cross-institutional working to share good practice, develop data sharing where appropriate, and ensure joined-up approaches.</p>				

	Taxi and venue accreditation project as part of Forum.				
Creation of safe spaces					

Other areas of work that feed into Bristol Zero Tolerance:

The Vice-Chancellors from both UWE and UoB, and the UWESU President and UBSU Officers, have agreed to the following joint statement on a zero-tolerance approach to sexual violence and harassment:

- No student or staff member should be forced to ‘put up’ with sexual violence or harassment, and action must be taken where necessary to ensure all students and staff are able to enjoy the campus / student life without experiencing this type of abuse.
- Sexual violence and harassment will not be tolerated by the University or Students’ Union, and those who commit such acts should be stopped (i.e. their behaviour challenged) and disciplined as appropriate for their actions.
- Both Universities and their respective Unions will actively work to promote a ‘safe space’ for students both on and off campus through working with students, staff and other stakeholders including the Police, local councils and night clubs and taxi firms.
- Both institutions will campaign against sexual violence and harassment, with campaigns such as the Anti-Abuse campaign led by UWESU and the Play, Pause, Stop at UBSU.
- Both institutions will work jointly to identify appropriate victim support mechanisms and organisations to aid the recovery of victims and build their confidence to report and pursue perpetrators, this will include working with Avon and Somerset Police and organisations such as Bristol Against Violence and Abuse.
- Both institutions will provide targeted staff training and awareness raising on the issues of sexual violence and harassment, and will ensure a policy framework in which disciplinary action may be taken against alleged perpetrators with the view to embedding ‘zero tolerance to sexual violence and harassment’ within the policy and practice of both institutions.

Date of next review: September 2016