**Join the Campaign to #CombatMisconduct**

*Let us help you to develop a pro-active approach to tackling sexual violence and harassment at your institution*

**Deadline extended!** To allow more universities to take part in this exciting new project to address sexual misconduct, we are extending the deadline for expressions of interest until **September 30th 2019**. We are looking for universities across the U.K. to join **#CombatMisconduct.** For more details about how to apply, please scroll down to p.3.

**Background**

The 2016 Universities UK report on sexual harassment, [*Changing the Culture*](https://www.universitiesuk.ac.uk/policy-and-analysis/reports/Pages/changing-the-culture-final-report.aspx), highlighted the excellent work by universities across the U.K. to address sexual harassment and misconduct. However, the report also showed that institutions could be more systematic in their approaches. The Changing the Culture One Year on showed that although progress had been achieved in addressing sexual harassment, challenges remained around adopting a whole institutional approach and embedding changes into existing governance, policies, practices, processes and systems.

[AVA](http://www.avaproject.org.uk), the national domestic and sexual abuse charity, has approached UUK and the NUS with an offer to support further change across the sector through a new two-year project, #CombatMisconduct. AVA’s work focusses on whole-organisational models for tackling domestic and sexual abuse including our highly regarded whole school approach. We will draw on this experience to support universities.

#CombatMisconduct is a two-year project (April 2019-March 2021) that will:

* **develop new tools**, e.g. e-learning programmes and an impact assessment matrix to support universities to evaluate the impact of interventions, and
* **offer five universities individual guidance** to pilot a university-wide approach that works towards delivering a cohesive strategy involving all parts of the university, including senior leaders, students’ unions/guilds and external agencies. This will build on the strategic frameworks already available in the sector including [*Changing the Culture*](https://www.universitiesuk.ac.uk/policy-and-analysis/reports/Pages/changing-the-culture-final-report.aspx) developed by UUK’s Taskforce, the UUK/Pinsent Mason guidance on handling student misconduct that may constitute a crime, the Equally Safe in Higher Education Toolkit, and the frameworks for handling complaints in higher education developed by the Office for the Independent Adjudicator and the Scottish Public Services Ombudsmen.
* **promote systemic change** across all U.K. universities by linking in with UUk’s programme of work to showcase good practice through sector conferences.

**What do we have to do as a #CombatMisconduct pilot?**

We recognise that each pilot site will be at a different point in their journey, so it is difficult to say exactly what activities might be involved. As a minimum, however, to support you in the delivery of the project we ask:

* for a commitment to set up a small working group (if one does not already exist) to support the implementation of the [*Changing the Culture*](https://www.universitiesuk.ac.uk/policy-and-analysis/reports/Pages/changing-the-culture-final-report.aspx) framework, including effective data collection, appropriate governance, robust risk management and regular impact assessments. The working group will be supported by the #CombatMisconduct project manager from January to December 2020.
* that you will allocate the required resources (predominantly staff time) to carry out the activities agreed by the working group between January and December 2020.
* for active participation in the pilot by supporting the facilitation of the following at your institution:
  + focus groups with victims/survivors;
  + interviews with victims/survivors and with staff;
  + an online survey with victims/survivors of sexual harassment and violence.
* for your participation in the development of at least one of the new tools e.g.:
  + the e-learning programmes for students and staff;
  + a new digital tool; and
  + a new impact assessment matrix.

*There will be different levels of participation including attending a workshop to discuss design or commenting on draft versions with a* ***maximum input of 4 days over the whole two-year project****. This is flexible requirement and we will work with you to enable you to participate as much as your resources allow.*

* for your support in launching and advertising the new tools – particularly the student-facing tools – at your institution towards the end of the project (projected September 2020).

**How will we benefit from being a pilot university?**

* You will receive specialist, individualised guidance from the #CombatMisconduct project manager to support your institution in adopting a whole institution approach to addressing sexual misconduct. This will be tailored to the needs of the institution.
* Your institution will have the opportunity to input into the development of new tools (e-learning, app, impact assessment matrix) that will be crucial in supporting higher education sector across the U.K. to tackle sexual misconduct.

**The application process**

We hope you will be interested in becoming a #CombatMisconduct pilot site. We are looking for universities from across the U.K. to participate in the project and where possible we are looking to support a diverse range of institutions.

If you would like to become a #CombatMisconduct pilot site, please complete the attached Expression of Interest form and return it to the #CombatMisconduct project manager, Jennifer Holly, by email to [jennifer.holly@avaproject.org.uk](mailto:jennifer.holly@avaproject.org.uk) by **5pm on September 30th 2019.**

Depending on levels of interest in the project, we may invite applications to attend an interview in London or via telephone/Skype in the week following the deadline.

**Contact details**

If you have any questions about the project, please contact the project manager, Jennifer Holly, by email in the first instance at [jennifer.holly@avaproject.org.uk](mailto:jennifer.holly@avaproject.org.uk).

**Expression of Interest Form**

***#CombatMisconduct***

**1) Institution details**

Name of institution:

Address of main campus:

Website address:

Number of students (2018/2019):

Proportion of students from the UK (2018/2019)

Number of employed staff:

**2) Details of person completing application**

Name:

Job title:

Department:

Email address:

Telephone number:

**3) Project leadership**

*Each institution is being asked to identify a project lead who will be responsible for overseeing the institution’s participation as a #CombatMisconduct pilot site. This person should be in a suitably senior role to drive forward university-wide change.*

Project lead name:

Position in organisation:

Email address:

Telephone number:

Please state which members of senior management in the university support this application.

**4) Motivation**

On a scale of 1-10 (1 being not at all; 10 being extremely well), how well would you say your institution currently deals with sexual harassment?

What action has the institution taken to address sexual harassment in the past five years? *Please also provide details of what prompted the action to be taken and what impact it has had. (500 words maximum. If easier please signpost to strategies or action plans.)*

What has motivated your institution to apply to be a #CombatMisconduct pilot site? *(300 words maximum)*

What does the institution hope to achieve by being a #CombatMisconduct pilot site? *(300 words maximum)*

How does #CombatMisconduct fit in with the institution’s organisational objectives and current strategic plan? *Please attach a copy of your most recent strategic plan if available.*

**5) Project implementation**

How does #CombatMisconduct fit with the identified project lead’s role and responsibilities?

Who else will be responsible for implementing the project?

Who will be invited to participate in the project working group?

Please confirm your students’ union supports this application.