



Royal Conservatoire
of Scotland

Gender-based Violence (GBV) Guidelines

Gender-based Violence Guidelines

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Written/Revised:
Author:
Date of Review:

05 2024
EDIO
05 2026

INTRODUCTION

It takes great courage to disclose experiences of Gender-based Violence (GBV). Individuals may be fearful of taking the initial step to report the matter. All individuals who have experienced GBV deserve to be listened to, supported, and believed.

With this in mind, we are committed to creating an environment that enables members of our community to feel safe and confident in seeking the support they need.

Our commitment

At the Royal Conservatoire of Scotland, we believe that all members of the Conservatoire's community have the right to study and work without experiencing any form of gender-based violence (GBV), abuse, or harassment. As noted in our **Dignity at Work and Study statement**, we will not tolerate GBV in any form.

The Conservatoire seeks to provide a consistent, caring, and timely response should sexual violence and GBV occur within the Conservatoire community. Members of the Conservatoire community, guests, and visitors have the right to be free from GBV including sexual violence and the Conservatoire prohibits such behaviour.

In line with our Conservatoire values, and as part of our commitment to a safe, supportive and life-enhancing environment within which we can all achieve our full potential, GBV is integrated into both our **Dignity at Work and Study statement** and our **Safeguarding Policy**.

Adding to the legal definitions of GBV, we also will not tolerate behaviours and conduct that fall within misogyny, transmisogyny, sexism, and Incel activity.

Through our procedures, we wish to develop a culture which is protective of victims of GBV, respecting of the rights of all parties, and promotes accountability for those found responsible for being in breach of our rules and regulations as related to GBV.

This guidance is provided to make explicit our commitment to GBV non-tolerance as stated in our **Dignity at Work and Study Statement**.

Within RCS we consider that GBV is misconduct. It can cross between:

1. Misconduct which might also constitute a crime;
2. Misconduct that is evidence of behaviour below the standards we expect from members of our community.

Scope

These guidelines sit within the RCS commitment to a safeguarding culture that includes both legal definitions of GBV highlighted above and our institutional commitment to a community-oriented duty of caring (as outlined in the Safeguarding Policy, 1.1). The scope of responsibility and coverage are thus the same as set out in section 1.4 of the **Safeguarding Policy**.

In short, all members of the RCS community are required to comply with the contents of these Guidelines.

WHAT IS GENDER-BASED VIOLENCE¹?

GBV as Misconduct which might also constitute a crime: GBV is the phrase used by the Scottish Government to cover certain forms of criminal violence that are most likely to occur between individuals of different genders and which are defined as:

1. Physical, sexual and psychological violence occurring in the family, within the general community or in institutions, including: domestic abuse, rape, incest and child sexual abuse;
2. Sexual harassment and intimidation at work and in the public sphere; commercial sexual exploitation including prostitution, pornography and trafficking;
3. Dowry related violence;
4. Forced and child marriages;
5. Honour crimes;
6. Female Genital Mutilation (FGM)

Gender-based violence and sexual misconduct can occur between people of different sex or gender, or of the same sex or gender. We recognise that whilst women and girls are most at risk, boys and men can also be victims, as can people who are trans experienced. Whilst the vast majority of GBV is perpetrated by men, there are some female perpetrators.

However, these actions are mainly carried out by men against women and children. The different forms of violence have their roots in gender inequality and in the different power relations between men and women in society. They are, therefore, understood as GBV and are interlinked. This does not mean that women do not use violence or carry out the actions described above. Nor does it mean that men are not the victims of these actions. It merely recognises that statistically men are commonly the perpetrators and women and children the victims.

We recognise that people who have experienced marginalisation, for example people with disabilities, those in the LGBTQ+ community, and other minoritised communities, may be at higher risk of experiencing GBV and may have particular needs. Our student counsellors are experienced in dealing with supporting survivors of GBV and in providing support to people whose gender intersects with other minoritised characteristics.

Conservatoire Expectations of Conduct

As an institution we are committed to ensuring a safe, civil, respectful open community of learning and working that upholds a high degree of standards in terms of conduct. When these standards are breached, this has an impact on our community.

Where institutional trust in a staff or student member who has been found to have breached our community standards breaks down, this is also considered misconduct.

¹ A useful up-to-date summary regarding the laws associated with GBV can be found at: <https://www.gla.ac.uk/myglasgow/sexual-violence-harassment-support/glossary/> **CONTENT WARNING:** this content contains explicit references to acts of sexual harassment, violence, and misconduct.

As a result, sexually and gender based disrespectful, abusive, aggressive and/or manipulative behaviours of any kind are not tolerated at the Conservatoire.

How inter-relational conflict is pursued by two or more parties from within our community is taken seriously as it undermines community trust and can negatively affect members of the student and staff body outwith the direct parties.

Such inter-relational conflict can have a gender association (e.g. sexism, misogyny, transmisogyny, Incel related conduct). Consequently, some behaviours that play out via inter-relational conflict can constitute misconduct without necessarily being at the level of a crime. Those behaviours which are below our expectations of a member of our community but don't necessarily constitute a crime are also included in institutional definitions of misconduct.

Within our own standards of conduct, RCS will not tolerate:

1. Unwanted and/or demeaning contact of a sexual nature by a member of the RCS community where this has had a negative impact on another RCS member within and/or after an intimate relationship, including but not limited to:
 - a. fear of potential violence;
 - b. serious alarm and distress that has interfered with the victim being able to pursue their day-to-day learning or working at the RCS;
 - c. creating discernible distress within a given cohort, ensemble, performance, and/or production which interferes with their learning, assessment and/or experience.
2. Persistent engagement with another individual from the RCS community against their wishes following an intimate relationship.
3. Bad mouthing via social media another individual from the RCS community with whom they are in or have had a relationship.
4. Uninvited/ unwelcomed sexually oriented behaviour with regard to any other member of the RCS community, which can be either reckless or intentional, including but not limited to:
 - Sexual flirtation, advances, or propositions of sexual activities.
 - Asking about someone else's personal, social or sexual life or about their sexual fantasies, preferences or history.
 - Discussing your own personal sexual fantasies, preferences or history.
 - Repeatedly asking for a date from a person who is not interested.
 - Whistles, cat calls or insulting sounds.
 - Sexually suggestive jokes, innuendoes or turning discussions into sexual topics.
 - Sexually offensive or degrading language used to describe an individual or remarks of a sexual nature to describe a person's body or clothing.
 - Displaying sexually demeaning or offensive objects and pictures.
 - Making sexual gestures with hands or body movements.
 - Rating a person's sexuality.
 - Touching of a person's body including massaging a person.

PRINCIPLES

The key principles of our approach to GBV are the same as those in our Safeguarding Policy (1.2) and can be summarised as:

- Compliant with the law
- Community oriented and individual accountability focused
- Respectful and fair in its treatment of all parties

- Consistent, sensitive, proportionate, and timely in all procedures
- Outcomes based on the balance of probabilities

PROCEDURES

We are committed to taking seriously all disclosures which potentially fall within GBV definitions and apply the following procedures as relevant:

Students:

- Allegations of GBV committed by a **student** will be dealt with under the [Student Disciplinary Procedure](#). Where GBV allegations might describe situations which also constitute a criminal offence, the [Student Alternative Resolution Dispute Policy](#) (SARD) will underpin disciplinary investigations in the first instance.
- However, both parties should be made aware that where SARD is not considered proportionate (either at disclosure or during the investigation) by the Student Community Conduct Officer, allegations may continue to be investigated against the **Student Code of Conduct** and **non-academic misconduct** as outlined in the **Regulations, Codes of Procedure and General Rules** section H prior to proceeding to a Hearing.
- Such misconduct, if found, may fall within either serious or gross misconduct depending on amount, intent, and severity of impact of the behaviours as assessed at the Hearing stage.

Staff

- Allegations against members of **staff** will be dealt with through the [Disciplinary & Dismissal Policy](#).

These policies outline the processes to be followed and the rights of those with allegations made against them regarding representation and appeal.

Whistleblowing

Whilst we encourage the use of the procedures above, the [Whistleblowing Procedure](#) may also be used if an individual does not feel ready or able to identify themselves. It is important to be aware that if this route is taken, it may not be possible to take action against the alleged perpetrator.

REPORTING

There are a range of ways in which a disclosure of GBV can be made.

Anyone who considers themselves to be in physical danger or in need of urgent medical attention should call the emergency services on 999.

Students can disclose by using the online [SARD Disclosure Form](#) and can do so either anonymously or providing full details.

Alternatively, students can report directly to the [Student Community Conduct Officer](#), who is located within Academic Administration & Support.

Students can also approach one of our GBV First Responders for support (please see [GBV First Responder portal](#) for more details).

Members of staff can disclose by using the [Disclosure Form](#) and can do so either anonymously or providing full details.

Alternatively, staff can contact the [Deputy Director of HR](#) or another member of the HR Department, including one of the [Conservatoire's EDI Officers](#).

Staff can also approach one of our GBV First Responders for support (please see [GBV First Responder portal](#) for more details).

Within the resources we have, we do our best to aspire to a trauma-informed approach. When a disclosure of GBV is made, we always work from the assumption that the person is telling the truth. We provide a non-judgemental space for the disclosure to be made, and we always signpost disclosers to student counselling services.

SUPPORT

Support will be given to those involved in these processes:

1. **Students:** Academic Administration and Student Support/ the Student Counselling Team will coordinate support for students.
2. **Staff:** Human Resources Department will coordinate support for members of staff.
3. For more information about other sources of support, please see below for internal provision or Appendix C for external organisations.

Anyone making a formal complaint is protected from victimisation as a result of making that complaint. This also covers anyone providing witness statements in support of a complaint.

A list of external support resources, including those specifically for individuals from marginalised groups, can be found at Appendix C.

Anyone experiencing GBV at the Conservatoire is encouraged to report it immediately to someone in the institution that they feel comfortable with. If the individual does not have a strong relationship with a member of staff or peer, then they can approach one of the Conservatoire's named GBV First Responders.

GBV First Responders

First Responders are members of staff from across the Conservatoire who have undertaken a three-part training programme delivered by Glasgow & Clyde Rape Crisis, to equip them with the knowledge and skills to respond to disclosures of GBV and to provide students and staff who disclose with information on the range of resources and support that is available to them.

The role of the First Responder is predominantly that of a confidential sign-poster, but on occasions when a disclosure does not involve potential disciplinary or criminal issues, it may be appropriate for a First Responder to assist the discloser in reaching a satisfactory conclusion. This would only be in certain situations, and when both parties are comfortable in moving forward in this way, for example talking to or liaising with other parties on behalf of the discloser if they do not feel able to do so themselves and they do not wish to pursue the formalised routes.

First Responders can also act as a companion if the discloser wishes to take the matter further and the First Responder is invited to attend meetings to support the discloser in discussing their experience.

Any disclosures will be treated as confidential unless permission to share part or all of the disclosure is given by the individual concerned. Exceptions to this would be made only if the First Responder (or other person a disclosure was made to) was aware that the individual was at risk of causing harm to themselves or others or a potentially criminal act had taken place. This will be made clear to disclosers by the First Responder when they meet.

Anonymised disclosure numbers will be recorded and maintained by a strictly restricted number of staff to monitor how the scheme is utilised. The broad nature of the issues raised will also be monitored, to enable appropriate training and awareness interventions to be developed and implemented as required.

Internal GBV First Responders

For a list of current Conservatoire GBV First Responders, check out the list on our [GBV First Responder portal](#).

Students can also seek support and guidance from the [Deputy Registrar](#), the [Student Community Conduct Officer](#) and/or the [Student Union](#).

Staff can seek support and guidance through the Human Resources Department, including the [Deputy Director of HR](#), the EDI Team and / or through our Employee Assistance Programme's website: [Spectrum Life](#).

Staff may also wish to contact one of the Trade Union representatives:

EIS:

- [Zander Lee](#), Lecturer in Set Construction (Branch Secretary)
- [Sam Ellis](#), Associate Head of B Mu,
- [Christoph Wagner](#), Lecturer in Lighting

UNISON:

- [Bill \(William\) English](#), Client Services Assistant
- [Caitlin McCulloch](#), Senior Library Assistant
- [Adam Foreman](#), Audience Operations Manager

BECTU:

- [Colin Bell](#), Production Manager

Individuals can also contact the police should they wish to do so. We will support an individual's decision to not report matters to the police, unless it is necessary for the Conservatoire to contact the police due to legal safeguarding obligations. If a case is being investigated by the police, any internal investigation will be put on hold.

Support is available irrespective of how long ago the abuse took place.

A comprehensive list of external sources of support and information can be found at **Appendix C**.

Proactive Actions

We are committed to making the Conservatoire a safe space where all students and staff have the right to study and work without experiencing any form of GBV, abuse or harassment.

In order to achieve this aim, the following actions and initiatives have already been, or are in the process of being, implemented:

- Launch of GBV Guidelines with clear signposting and messaging
- Introduction of GBV First Responders, following three-tier training provided by Glasgow & Clyde Rape Crisis (see Appendix C below)
- Introduction of mandatory consent training for all new students
- Introduction of consent training for returning students
- Development of GBV training for all staff
- Implement GBV training for all students
- GBV Awareness Raising campaigns to be rolled out on a regular basis
- Continue roll out of Active Bystander training with embedded references to GBV
- Development of anonymous reporting systems to supplement other methods of disclosure of GBV

10. Review

These guidelines are subject to change as necessary.

The HR Department will review the guidelines every two years and will make recommendations on any future developments.

11. Document Control Information

Author of Guidelines/Policy: Equality, Diversity & Inclusion Officer

Accountability: Director of Human Resources

Department: Human Resources

Review requirements: Every two years

Committee Requirements:

Current Version: 1

Approval Confirmed (date): 6th May 2024

Approval Confirmed (signature): _____

Document Revision History

Version No.	Version Date	Prepared By	Approved By	Summary
1	May 2024	Roz Caplan	PP&C	

Expectations with Respect to Consent and Sexual Misconduct

The expectations of the Conservatoire regarding sexual misconduct can be summarised as follows:

- In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing, and voluntary consent prior to and during sexual activity.
- Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Silence, without actions demonstrating permission, cannot be assumed to show consent.
- Additionally, there is a difference between seduction and coercion. Seduction should be a mutually agreed process for all parties. Coercion happens when someone uses their personal power to pressurise someone unreasonably for sex. Coercing someone into sexual activity violates this policy in the same way as physically forcing someone into sex. We divide coercion into two categories:
 - **Legal definition:** Intentionally causing a person to participate in sexual contact without consent and without a belief that the person has given consent. This includes where someone is incapable of giving consent due to the effects of alcohol or drugs or because they are asleep. This also includes where consent is given due to the use of violence or threats of violence against any person, unlawful detention, the use of deception as to the purpose of the sexual contact, impersonation of another person, or where the only indication of consent is given by a third-party. Where a person achieves consent in any of the ways listed above, consent will be considered absent.
 - **RCS standards of conduct definition:** Careless or irresponsible conduct with the effect of persuading someone into having sex in a manner which fails to acknowledge the potential for psychological or physical distress of such an approach. This may include insulting, degrading, dehumanising, depriving, pressurising, guilt, manipulating, or intimidating someone to achieve consent. Within this definition we would expect a member of our community to be:
 - able to understand the importance of mitigating this risk; and/or
 - be aware that such a risk was being created, when such an awareness might be reasonably expected.
- When alcohol or other drugs are being used, a person will be considered unable to give valid consent if they cannot fully understand the details of a sexual interaction (who, what, when, where, why, or how) because they lack the capacity to reasonably understand the situation.

- Individuals who consent to sexual contact must be able to understand what they are doing. Sexual contact requires clear, knowing, and voluntary consent on an ongoing basis throughout any sexual encounter.

Reminder

Consent is a process of mutual agreement characterised by both verbal and non-verbal cues.

Sexual consent means a person freely agrees to engage in sexual activity. You should respect other people's bodies and personal boundaries. So always make sure your partner is participating freely and readily.

If you are going to be sexually active while at the Conservatoire, it is important that you understand consent.

Consent must be...

Given freely

You should not pressure, force, manipulate or coerce anybody into doing anything they do not want to do.

A conscious decision

A person cannot consent if they are asleep, passed out or under the influence of alcohol or drugs. If you are unsure about whether someone is able to give consent, you should **not** engage in sexual activity with that person.

Continuous

Consent can be withdrawn at any time. Consenting to one form of sexual activity (e.g. kissing) does not indicate consent to all forms of sexual activity, nor can previous consensual sexual contact indicate consent to sexual contact on any other occasion.

Remember:

According to the Sexual Offences (Scotland) Act 2009, "penetration of the vagina, anus or mouth by the penis without consent" is rape.

There are many forms of sexual assault and abuse which do not fit with the legal definition of rape. These can be just as distressing and have just as much of an impact. Any misconduct of a sexual nature, whether that meets the legal definition above or not, may be pursued using this policy.

Gender Based Violence Offences

These can include, but are not limited to:

- Physical, sexual and psychological violence (for example physical assault, rape and sexual assault)
- Unwanted and unwelcome, sexual or gender-based verbal, written, online and/or physical conduct.
- Sexual harassment and intimidation within the Conservatoire, work and in the public sphere, or similar behaviour based on gender identity or perceived gender.
- Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person.
- Discrimination, defined as actions that deprive other members of the community of educational or employment access, benefits or opportunities on the basis of gender or perceived gender.
- Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another.
- Bullying, defined as repeated and/or severe aggressive behaviour likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally.
- Violence between those in an intimate relationship (this includes romantic relationships, dating, domestic and/or relationship violence). Intimate relationship violence is a pattern of abusive behaviour in any relationship that is used by one partner to gain or maintain power and control over another intimate partner. Intimate partner violence can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence another person. This can happen within same sex relationships just as it does within relationships between people of different genders.
- Coercive control between those in a romantic or intimate relationship. This includes isolating someone from supportive networks, depriving someone of basic needs or access to support services, monitoring someone's time or activity, controlling where someone can go, what they can do, and who they can see, controlling someone's finances, repeatedly putting someone down, threatening or intimidating someone, or any other pattern of behaviour with the effect of harming, punishing, or frightening someone and reducing their ability for action.
- Stalking, defined as a pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear of his or her safety or the safety of others e.g. unwanted gifts, SMS messages, through social media.
- Dowry related violence – Dowry includes gifts, money, goods or property given from the bride's family to the groom or in-laws before, during or any time after the marriage. Dowry is a response to explicit or implicit demands or expectations of the groom or his family.
- Forced and child marriages -Forced marriage is when a person faces physical pressure to marry (e.g. threats, physical violence or sexual violence) or emotional and psychological pressure (e.g. made to feel like they are bringing shame on their family).
- Honour crimes involve physical, emotional, psychological, financial and sexual abuse, including murder, committed by people who want to defend the reputation of their family or community.
- FGM (Female Genital Mutilation) comprises all procedures that involve altering or injuring the female genitalia for non-medical reasons and is recognised internationally as a violation of the human rights, the health and the integrity of girls and women.

- Any other Conservatoire policy, rule or regulation, when a violation is motivated by the actual or perceived sex or gender identity of the victim may be pursued using this policy.

External Sources of Support for GBV and sexual violence

[Access2Safety](#) has been set-up to help overcome the barriers to services that vulnerable Black and minority ethnic women can experience – particularly services for domestic abuse, sexual abuse, rape, exploitation or abusive cultural practices. It provides specialist language support from women who are specially trained, trauma-informed and speak over 30 languages and dialects. Access2safety has been funded by the Scottish Government and the European Social Fund through the Violence against Women funding stream. Access2safety contributes to the Social Enterprise and Fairer Scotland Action Plans and to Shifting the Curve, by combating inequality of isolated and vulnerable women.

[Amina Muslim Women's Resource Centre](#) runs a number of different programmes designed to support, empower and improve the lives of Muslim and women of colour living in Scotland. Amina's Violence Against Women and Girls (VAWG) Team educate and raise awareness of violence against women and girls in Muslim and minority ethnic communities in Scotland and elsewhere.

[Archway Glasgow](#) is a sexual assault referral centre for those who have been raped or sexually assaulted within the last 7 days, where specially trained professionals can give you:

- ✓ Medical Help and Advice
- ✓ Practical and Emotional Support
- ✓ Counselling

Sexual assault can happen to anyone, women, men, or young people. Archway is accessible by phone 24 hours a day 365 days per year. Please call 0141 211 8175.

[ASSIST](#) is a free, phone based, independent domestic abuse advocacy service. They support people of all genders whose partner, or ex-partner, has a domestic abuse case going through the criminal court. ASSIST is part of Glasgow City Council, however, can support people living in the following areas:

- Argyll and Bute
- Ayrshire (East, North and South)
- Dumfries and Galloway
- Glasgow
- Dunbartonshire (East and West)
- Inverclyde
- Lanarkshire (North and South)
- Renfrewshire (including East Renfrewshire)

[Fear Free \(Scotland\)](#) support people experiencing domestic abuse in Scotland who identify as a man (including trans men) or from the LGBTQ+ community.

[FORWARD](#) provides advice, one-to-one support and signposting to other services for women and girls affected by any form of violence. Their services for African women and girls are based in London but they also have partners across the UK they can direct you to.

If you need support and want to talk to someone, you can call them on **020 8960 4000**.

[Galop](#) is the LGBT+ anti-violence charity. They support all LGBT+ people who've experienced hate crime, domestic abuse or sexual violence.

[Glasgow and Clyde Rape Crisis](#) support women and girls in the Glasgow and Clyde area who have experienced rape or sexual violence. Whether it happened recently or at any time in the past, they listen without judgement and provide the help you need.

[Health in Mind](#) have a proud history of identifying and overcoming barriers to accessing support. One of their first services provided safe spaces to support the mental health and wellbeing of women; another offered mental health support for people from black and minority ethnic communities. They can provide counselling support to survivors of child abuse, including sexual abuse, and domestic violence.

[Rape Crisis Scotland](#) Their helpline offers confidential short-term, crisis and initial support by phone, email and text. Phone and email support is free and texts will be charged at your normal network rate. Calls to them do not show on your bill. They support people of all genders living in Scotland aged 13+ who have been affected by sexual violence. It doesn't matter what happened or how long ago, and you don't have to talk about anything you don't want to. They support survivors, as well as family, friends and supporters.

[Revenge Porn Helpline](#) provides information and guidance on what revenge porn is (intimate image abuse), how to report this and legal advice for anyone over the age of 18 years old.

[Scottish Women's Aid](#) offers advice and information for any woman experiencing domestic abuse. You can call, email or chat online 24 hours a day.

[Scottish Woman's Rights Centre](#) provide free legal information, advice, representation and advocacy support to self-identifying women in Scotland affected by violence and abuse.

[Sexual Assault Referral Centres](#) are services that are run by the NHS that can help if you've been sexually assaulted, raped or abused. You don't have to report the assault to the police if you don't want to. You may need time to think about what has happened to you.

However, consider getting medical help as soon as possible for any injuries and because you may be at risk of pregnancy or sexually transmitted infections (STIs). If you want the crime to be investigated, the sooner a forensic medical examination takes place, the better.

[Saheliya](#) is a specialist mental health and well-being support organisation for black, minority ethnic, asylum seeker, refugee and migrant women and girls (12+) in the Edinburgh and Glasgow area.

[Signhealth](#) If you need immediate support, text DEAF to 85258.

A trained crisis volunteer will respond and reflect on what you've said. They will invite you to share the information you feel comfortable with. The volunteer will help you sort through your feelings, supporting you until you feel calmer and safer.

You might be signposted to other services, like SignHealth's Psychological Therapy Service, Domestic Abuse Service or Samaritans. These services can provide you with further help.

[Survivors UK](#) National Online Helpline is there for any man, boy or non-binary person who has ever experienced unwanted sexual activity (such as words, images or touch). They can chat with you through webchat, or by texting. There's no pressure or judgement when you contact them – you get to stay in control. You can reach out as little or often as you like, and each chat can last up to 45 minutes, or shorter.

[Suzy Lamplugh Trust](#) offers support and advice for anyone affected by harassment including a [National Stalking Helpline](#).

[Trauma Counselling Line Scotland](#) is a free counselling service provided by Health in Mind for anyone over 16 who experienced abuse in their childhood and is from a minority ethnic community, has a disability and lives in remote/rural areas (local authority areas listed on website). They offer telephone and video counselling in different languages. Email - counselling@health-in-mind.org.uk

[Wellbeing Scotland](#) has a specialist trauma service offering support to individuals who have experienced childhood abuse and trauma. Wellbeing Scotland services are available across Scotland. Part of the role of Wellbeing Scotland is to raise awareness of childhood abuse, working towards challenging the stigma faced by survivors. They actively campaign for the rights of survivors both at a local and national level

[Women's Aid](#) – Glasgow Women's Aid support women, children and young people experiencing domestic abuse. They have a range of different services to support individuals with their own experience of domestic abuse.

Emergency Guidance after a Sexual Assault

Time limits to be aware of

It is up to you to choose what kind of support you want to access and whether or not you want to report the assault to the Police. However, before you make a decision, there are a few time limits you need to be aware of:

- If you want to provide **forensic evidence**, this is best collected as soon as possible and within **72 hours**.
- If you suspect you were given any type of **drug**, it is best to be tested within **24 hours**.
- If you want **emergency contraception**, access advice as soon as possible. There are several options available; two of these are available **for up to 5 days (120 hours)**.
- If you would like **Post-exposure prophylaxis (PEP)** for HIV, the medication should be started within **72 hours**.

Any forensic evidence can be collected at your local Sexual Assault Referral Centre (SARC), and stored whilst you decide whether or not to report the incident to the Police. If you want forensic evidence to be collected, you should try and go to the SARC straight away if you can, or at least within 72 hours of the rape or assault. The SARC closest to the Conservatoire is [Archway Glasgow](#), which can be contacted 24 hours a day.

Also try, if possible, to take these steps:

- Do not wash
- Do not brush your teeth
- Do not have a cigarette
- Do not eat or drink
- Do not change your clothes
- If you have changed your clothes, don't wash them and put them in a clean paper bag
- Try not to go to the toilet
- Do not clear anything from the area of the incident

Don't worry if you have already done some of these things. It is still possible that there is forensic evidence to collect.

EQUALITY IMPACT ASSESSMENT

APPENDIX E

Policy/ Procedure/ Strategy: Gender Based Violence (GBV) Guidelines

Author/ Owner: Director of HR

Date of Assessment: June 2023

Step 1: Aim of proposed activity/decision/new or revised policy or procedure:

- New
- Revised
- Existing

The guidelines aim to:

- prevent any form of GBV and to increase the safety and emotional wellbeing of our Conservatoire community
- clarify expectations of behaviour
- cultivate an environment that both expedites and encourages the prompt reporting of GBV by any member of the Conservatoire community affected by it
- ensure the fair and timely investigation and resolution of complaints
- facilitate the recovery of a victim by providing both compassionate and practical support

Will this policy/ procedure/ decision have a strategic impact? Yes/ ~~No~~ (delete as appropriate)

Who will be affected?	Who will be consulted?	Evidence available:
Everyone within the RCS Community: <ul style="list-style-type: none"> ○ Students ○ Staff ○ Applicants ○ Visitors 	Students (via Student Union and EDI Forum) Conservatoire Senior Management Team, specifically Director of HR and Academic Registrar; Members of EDI Forum, People & Culture Committee Glasgow & Clyde Rape Crisis Members of Fearless Glasgow Consortium EmilyTest	Internal data on student and staff complaints Data from other HEIs in Scotland and RUK Data from Fearless Glasgow Data from Glasgow & Clyde Rape Crisis Research documentation from Scottish Government Equally Safe in Higher Education documentation Dept. of EBIS Report: <i>Workplace support for victims of domestic abuse</i>

Step 2 Potential Impact:

Potential Positive/Negative/Neutral Impact identified P,N,NI	Age	Disability	Gender Reassignment	Marriage/Civil partnership	Pregnancy/Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Socio-Economic (strategic)	Care Experience
Eliminating Discrimination	P	P	P	P	P	P	P	P	P	P	P
Advancing Equality of Opportunity	P	P	P	P	P	P	P	P	P	P	P
Promoting Good Relations	P	P	P	P	P	P	P	P	P	P	P

Provide details of Positive/Negative/Neutral Impact identified:

There is likely to be a positive impact on the duty to eliminate discrimination as it will help any member of the RCS community to feel supported should they have experienced any form of Gender Based Violence. It will also raise awareness of this issue and, in turn, educate students and staff.

There is likely to be a positive impact on the broader aspect of the duty to advance equality of opportunity generally. The policy is specifically focused on the protected characteristic of sex and as such is about advancing equality of opportunity for all sexes. Furthermore, it does not distinguish between people who do and do not share a protected characteristic as it is recognised that anyone can be a victim of Gender Based Violence.

There is likely to be a positive impact on the broader aspect of the duty to foster good relations generally because the policy and action plan are committed to raising awareness and educating students and staff, as well as sharing good practice.

Summary of EIA Outcome: (tick one and provide detail in box below)

- No further action to be carried out – implement policy**
- Amendments or changes to be made – these will be implemented by policy owner**
- Advice/ further consultation needed - seek advice/ review with EDI Officer**

Step 3 Action to be taken:

Implement guidelines and accompanying support provision.