



Action against **Violence** against women

Guidance for UCU branch officers supporting members experiencing violence at home and in the workplace



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Contents

Introduction	3
Why violence is a trade union issue	3
UCU's commitment to equality	4
Recognition of violence against women	5
The evidence that violence against women is real	6
Government action against violence against women	7
Types of violence against women	8
Domestic violence	8
Domestic abuse and the impact of austerity	8
Violence against women includes all women	9
Domestic violence disclosure scheme	10
Female genital mutilation	10
Stalking	11
Cyber harassment	11
Sexual violence	12
Honour-based violence	12
Attitudes to violence against women	12
Violence at work	14
Legislation	16
Not a new phenomenon	18
Action for branches	19
Providing a workplace policy	19
Checklist for union representatives	20
Violence at work survey	20
TUC Gender Occupational and Health Survey	23
Where to go for help	27
Further resources	29



Action against Violence against women

Introduction

UCU is fully committed to gender equality. It campaigns for abortion rights (the right for women to choose), equal pay (still a way to go since the 1970 Equal Pay Act), parental /family friendly leave, equality of representation and against violence against women in the workplace and in the wider society.

We have updated our guidance on Action against Violence against women to include:

- Types of violence used against women
- Changes to equality legislation
- Action for branches
- Working and campaigning with others to stop violence against women
- Where to go to for help
- Sources of guidance and information

This publication supports the wider work of UCU's current policies of campaigning against violence against women as outlined in A Charter for Women, which has been endorsed by UCU and other trade unions. However, we would be remiss if we did not acknowledge that there are cases of violence against men perpetrated by women. Violence regardless of who the perpetrator is should not and must not be tolerated.

Men experiencing domestic violence can find advice and support from the Men's Advice Line (www.mensadvice.org.uk) and Respect (www.respect.org.uk). Both organisations offer support to male victims of domestic violence - see further resources for details.

Broken rainbow is the first and only UK organisation dedicated to confronting and eliminating domestic violence and abuse within and against the LGBT communities
www.brokenrainbow.org.uk

Why violence against women is a trade union issue

The effects of any form of violence against women can affect job performance and job security. The health and safety of those suffering from violence can be at risk. Women are often forced to leave their home, perhaps making the workplace inaccessible, fearing the perpetrator will harass them at work. Members should be able to depend on the union for support, advice and assistance, especially if facing difficulties at work because of their home circumstances.

Identifying this at an early stage can lead to appropriate help and information being offered and the damaging effects minimised. Early intervention can reduce work-related problems and if a workplace policy is in place the culture to address this 'taboo' subject may change, resulting in a more positive work environment for everyone.

UCU is affiliated to End Violence Against Women (EVAW), a unique coalition of organisations and individuals campaigning to end all forms of violence against women.



Action against **Violence** against women

UCU's commitment to equality

While our prime concern is to fight for greater equality and to oppose all forms of harassment, prejudice and unfair discrimination at work, we recognise that this includes the injustices that members face in all areas of their lives, whether on grounds of sex, race, ethnic or national origin, colour, class, impairment or disability status, sexual orientation, gender identity, religion or belief, age, socio-economic status, casualisation or any other aspect of status or personal characteristic which can lead to discrimination.



Recognition of violence against women

The United Nations Committee on the Elimination of Discrimination against Women (CEDAW) established that gender based violence is: “violence that is directed at a woman because she is a woman or that affects women disproportionately” (Article 6) and that it “is a form of discrimination that seriously inhibits women’s ability to enjoy rights and freedoms on a basis of equality with men” (Article 1).

The first internationally agreed definition of violence against women was introduced in the 1993 United Nations Declaration on the Elimination of Violence Against Women (Article 1), which states that: “Violence against women means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”

By 1995, the fourth World Conference on Women in Beijing, stated that in addition to the above, violence against women also encompasses but is not limited to the following:

- a.** Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
- b.** Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
- c.** Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

The Istanbul Convention (adopted in 2011) defines both ‘Violence against women’ and ‘domestic violence’ as: “Violence against women means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”

“Domestic violence shall mean all acts of physical, sexual, psychological or economic violence that occur

within the family or domestic unit or between former or current spouses or partners, whether or not the perpetrators shares or has a shared the same residence with the victim.”

The UK government have not yet signed up to the Istanbul Convention.

In the UK, violence against women includes: domestic violence, rape and sexual violence, sexual harassment, female genital mutilation (FGM), forced marriage, crimes in the name of honour, trafficking and sexual exploitation. It also includes financial or psychological abuse ‘that forms part of coercive and controlling behaviour’. It is mostly committed by men that women know or with whom they are in a close relationship.

In March 2013, the following definition was implemented by the Government that now includes victims of domestic violence and abuse aged 16 and 17.

“Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Controlling behaviour is: a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capabilities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is: an act or pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.

This definition which is not a legal definition includes so called ‘honour’ based violence, female genital mutilation (FGM) and forced marriage, and is clear that victims are not confined to one gender or ethnic group.”



Action against Violence against women

The evidence that violence against women is real

The picture of violence against women conducted by the Government and various UK agencies and the European Union Agency for Fundamental Rights¹ (key points highlighted below) is stark but nonetheless, gives a way of continuing the campaign to ensure that women who experience violence are not made to feel guilty or ashamed but to be fully supported and not left alone to deal with the aftermath.

In the most comprehensive EU report of its kind undertaken, women in the 28 Member States of the EU were surveyed to find out their experiences of physical, sexual and psychological violence including incidents of intimate partner violence (domestic violence). They were also asked about stalking, sexual harassment and the role played by new technologies in women's experiences of abuse. The survey showed a picture of 'extensive abuse that affects women's life'.

- 1 in 10 women has experienced some form of sexual violence since the age of 15 years
- 1 in 20 women has been raped
- Just over 1 in 5 women has experienced physical and/or sexual violence from current/previous partner
- Just over 1 in 10 women indicates that they have experienced some form of sexual violence by an adult before they were 15 years old

The report also goes to show that 14% of women reported their most serious incident of intimate partner violence to the police and 13% reported their most serious incident on non-partner violence to the police. Whilst women's groups have long campaigned to raise the profile of domestic violence, the impact on women and children it has still be to taken seriously by key agencies. In a study by HM Inspectorate of Constabulary² looking into the response by the Police

when dealing with domestic violence cases provides for disturbing reading. The study, commissioned by the Home Secretary, Theresa May showed that across all police forces in England and Wales:

- Poor collection of evidence at the scenes of domestic violence
- Poor management and supervision that fails to reinforce the right behaviours, attitudes and actions of officers
- Failure to prioritise action that will tackle domestic abuse when setting the priorities for the day to day activity of frontline officers
- Officers lacking the skills and knowledge necessary to engage confidently and competently with victims of domestic abuse
- Extremely limited systematic feedback from victims about their experience of the police response

¹ FRA European Union Agency for Fundamental Rights
<http://fra.europa.eu/en/publication/2014/vaw-survey-main-results>

² HM Inspectorate of Constabulary: Everyone's business: Improving police response to domestic abuse

Guidance for UCU branch officers



During 2012/13, there were 269,700 domestic abuse related crimes reported in England and Wales. Of these, two thirds were assaults and 6,400 were sexual offences and rapes. The conclusion of the report showed that:

- Overall police response to victims of domestic abuse is not good enough
- Unacceptable failings in core policing activities, investigating crimes, preventing crime, bringing offenders to justice and keeping victims safe are the principal reasons for this.

And quite staggering, the Police, on average, receive an emergency call relating to domestic abuse every 30 seconds as well all police forces claiming that domestic violence is a priority, it appears this is true on paper and not put into practice.

Government action

The government has embarked on a TV campaign as part of its "This is Abuse"³, primarily aimed at teenagers and young adults showing a series of adverts highlighting the various forms abuse can take featuring actors from popular TV programme 'Hollyoaks'. In addition to this the government has also set out its action plan for 2014 - 2015 for dealing with violence against women. The action plan sets out their objectives and includes:

- Preventing violence: to prevent violence against women and girls from happening in the first place by challenging the attitudes and behaviours which foster it, and intervening early to prevent it.
- Provision of services: to provide adequate levels of support where violence occurs.
- Partnership working: to work in partnership to obtain the best outcomes for victims and their families.
- Justice outcomes and risk education: to take action to reduce the risk to women and girls who are the victims of these crimes and ensure that perpetrators are brought to justice.

Online abuses

In May 2014, the Director of Public Prosecution, Alison Saunders announced a public consultation would be held on the issue of new guidance on domestic violence to include prosecuting abusers who use social media such as Facebook and Twitter. The draft guidance is aimed to help prosecutors spot the signs of domestic violence against teenagers and pensioners.

In the press release announcing the draft consultation, the DPP said:

"The destructive impact of domestic violence is felt throughout society and can be inflicted in many different ways. The guidance being consulted on recognises this, and makes clear that teenagers' experiences of domestic violence will often be completely different to those experienced by adults and older generations".

Polly Neate, Chief Executive of Women's Aid, said: "We welcome this draft guidance and the consultation from the CPS, especially the recognition that domestic violence is, at its core, about power and control. We are pleased that the guidance would require prosecutors to take account of coercion and controlling behaviour alongside criminal offences. The CPS has a vital role to play in making sure women and children are not put at further risk as victims and witnesses, and ensuring that perpetrators can be prosecuted appropriately. We will be consulting our member organisations and survivors in our response to this consultation, and we encourage everyone who works with women experiencing domestic violence to comment."

The draft guidance can be downloaded here at http://www.cps.gov.uk/consultations/dv_consultation_14.pdf

The consultation closes on 9 July 2014 and UCU will be responding to this consultation and will post our response on the UCU website.

³ This is Abuse Campaign - <http://thisisabuse.direct.gov.uk/>

⁴ HM Government: A Call to End Violence against Women and Girls - <https://www.gov.uk/government/publications/call-to-end-violence-against-women-and-girls-action-plan>



Action against Violence against women

Types of violence against women

The following are examples of the types of violence against women. It is not provided as a comprehensive list but serves to outline the many different forms of violence against women.

Domestic violence

Control is at the heart of domestic abuse with the perpetrator using violence as a way of controlling the woman. Domestic violence can affect women of every class, race, religion, age, level of education or occupation. Thousands of women and children in this country each year are the victims. Those suffering domestic violence fear that any action to leave a violent partner may further endanger their lives, jeopardise their children or risk their job security. Leaving a violent partner usually results in financial hardship. Women's refuges report that 13 per cent of women who access their services have either left a job or studies. No one should have to suffer in silence or face difficulties at work without the support of the union.

A key campaign objective on domestic violence is to raise awareness so that women, who find themselves physically or mentally abused at home, can get help quickly. This guidance has been produced to assist branch officers dealing with members suffering from domestic violence and to assist them in producing a workplace policy.

What is domestic violence?

Domestic violence can take many forms. It can be defined as the physical, emotional, sexual or other abuse by someone with whom the person has or has had some form of intimate relationship, in order to maintain power and control over that person. The vast majority of cases of domestic violence are perpetrated by men against women but domestic violence can also occur in other situations, including in same sex relationships (see below). Children are also often involved, either suffering or witnessing the violence or intervening to try to stop it. See above for government's definition on domestic violence.

What causes domestic violence?

Although a domestic situation can be affected by unemployment, poverty, alcohol abuse etc, there is no stereotypical abuser. Social class, level of income, level of education, occupation, ethnic or racial background makes no difference.

Work can be a cause of antagonism between partners, as the abuser has no control over that environment. Obsessive sexual jealousy frequently forms part of domestic violence and suspicion about work relationships

may escalate.

Women do not choose to be with violent men. Often the violence does not begin until a relationship has been well established and can often be triggered by the first pregnancy or birth. Women living with and leaving violent men say they just want the violence to end and try everything they can to stop it.

Effects of domestic violence at home and at work

The effect of domestic violence on women can include long-term psychological damage as well as serious injury or persistent ill health. Domestic violence can cause anxiety, depression, sleeplessness, low self esteem and lack of confidence, plus feelings of embarrassment, shame and guilt.

Victims may be afraid and unable to confide in others or seek help and may hide the violence from family and friends, suffering in silence for many years.

Signs of physical abuse will not always be evident. Some women will go to extreme lengths to cover up any signs and sexual abuse in particular may be hidden. Women may find it very difficult to keep working while coping with violence at home. Poor timekeeping, frequent sickness or a perception that someone is 'not pulling her weight' may be symptoms of domestic violence, particularly when the victim is trying to conceal the situation. Some women may be forced to keep to a rigid timetable about their hours of work and will not be permitted to socialise with colleagues outside work. Some women will be able to make the decision to leave or evict the abuser quickly. However, the process may be much longer for others, particularly where problems of finding new accommodation, new schools for children, and operating on a reduced income may seem insuperable. Finding safe, affordable alternative accommodation is a major problem as well as having to deal with the emotional impact that will be ever present especially when children are involved.

Domestic abuse and the impact of austerity

The government's austerity measures have had a direct impact on the women especially those suffering from domestic violence with the introduction of the bedroom subsidy or bedroom tax as it is more commonly known. The Sanctuary Scheme offers some women and their children a 'safe haven' within their home from violent partners. With the ex-partner out of the family home, local authorities can allocate funds to secure homes. This can include building a 'safe room' in the attic with separate telephone lines allowing the woman to contact the Police, reinforced doors, separate letter box etc.

Guidance for UCU branch officers



The Department for Communities and Local Government describe the scheme as follows:

“**The Sanctuary Scheme** is an innovative approach to homelessness prevention. It provides professionally installed security measures to allow those experiencing domestic violence to remain in their own accommodation where it is safe for them to do so, where it is their choice and where the perpetrator no longer lives within the accommodation.”

Safe and Sanctuary Rooms (Exemption from Under Occupancy Penalty (Bill))

MP Alison Seabeck (Labour, Plymouth) is seeking exemption for women suffering from domestic violence from having to pay the bedroom subsidy.

On 29 April 2014, she delivered the following case study as part of the Safe and Sanctuary Rooms (Exemption from Under Occupancy Penalty) Bill. See [Further resources](#) to access the Bill.

Julia is a survivor of domestic violence who suffered rape, physical assault and harassment at the hands of her partner. Julia and her 10 year old son live in a three-bedroom house that has been specifically adapted to enable them to live there safely in the light of the risk posed by her abuser. A sanctuary system has been installed in their home, which contains all the things that I have described: reinforced doors and windows and alarms, as well as a room to which Julia can go for safety, with a direct hotline to her local police station. Those measures are necessary to enable Julia and her son to live safely in their home. Under the bedroom tax rules, Julia is only entitled to receive housing benefit for a two-bedroom house. She either has to pay the extra rent and go without essentials, or move to a smaller property. If she cannot pay the extra rent she faces eviction, and with very few two-bedroom council houses available, and none with the safety features that she needs, she faces a grave risk from her abuser, who has threatened to kill them both.

Violence against women includes all women

Disabled women

Disabled women will experience the same types of violence as non-disabled women (physical, psychological, sexual or financial) including having their disability used to taunt or demean, they may also experience:

- Having vital care being withheld
- Mobility / sensory devices removed so they are unable to call for help

- Have their state benefit used for reasons other than to support their care

Disabled women are particularly vulnerable to abuse and violence if their partner is their primary carer. They may fear institutionalisation if the support enabling them to maintain independence in their own home disappears.

Lesbian & Bisexual women

Lesbian and Bisexual women experiencing domestic violence often receive little sympathy given society's prejudice against same sex relationships, and those with children fear possible custody hearings if they make a complaint.

Lesbian and bisexual women also face:

- Threats to disclose sexual orientation or gender identity without consent to for example, employers or family members
- Play on fears that no-one will help because someone 'deserves' the abuse
- Play on the belief that agencies are either homo or biphobic

Just because the perpetrator is a woman doesn't mean that the violence isn't real or should not be taken as seriously as if the perpetrator was a man.

Black and minority ethnic women

Black and minority ethnic women face a range of problems in addition to those already outlined, not least racism and stereotyping when seeking assistance. Some black and minority ethnic women may experience pressure from an extended family network not to leave an abusive partner to avoid bringing shame within their wider community.

Black and minority ethnic women suffering from domestic violence with very limited use of English as a language may feel that there is very little help available especially if she is being pressurised not only by her partner but by members of her extended family.

Other issues of concern for black and minority ethnic women when seeking refuge from a violent partner is the need to remain in communities that reflect their ethnicity in order to avoid racism – whilst this option may be the preferred choice for many black and minority ethnic women, the reality is that this option is not always available.



Action against Violence against women

See Further resources for organisation and links helping women who have suffered or are suffered from domestic violence.

The Domestic Violence Disclosure Scheme (Clare's Law)

The Domestic Violence Disclosure Scheme (DVDS) provides a framework for police to disclose to individuals details of their partners' abusive past. Following a pilot, the scheme was rolled out in England and Wales in March 2014.

The DVDS is currently known as Clare's Law named after Clare Wood a 36 year old woman who was murdered by her ex-boyfriend who had a history of domestic violence in 2009.

There have been mixed reviews to the DVDS with some commentators reporting that this could leave women more vulnerable if they have to leave the home due to refuges closing around the country due to austerity measures. It is still early, to evaluate whether this scheme will aid women in domestic violence situations.

Female Genital Mutilation

Female Genital Mutilation (FGM) or cutting has been a criminal offence since 1985 and figures from the 2001 census put the number of victims of FGM in the UK at 66,000.

FGM carries a sentence of 14 years if it is found that a child has been taken abroad to have this procedure. However, despite this penalty, to date, no person(s) has been successfully prosecuted despite reports that it is on the increase. Contrast this with France where no specific legislation exists but a far greater success rate in achieving prosecution has been seen.

A welcome move – a new mandatory requirement will commence from April 2014 that all NHS hospitals in the UK must record if a patient has undergone FGM and also if there is a history of FGM in a patient's family.

Trade unions and campaigning groups are raising awareness to put a stop to FGM in the UK.

FGM facts:

- FGM is carried out on young girls from infancy through to 15 years
- FGM has no health benefits
- FGM affects an estimated 140 million girls and women worldwide according to the World Health Organisation

- FGM has no bearing with any religion
- FGM is practised by specific ethnic groups, rather than by a whole country as communities practising FGM straddle national boundaries
- The act of FGM has a long term impact on young girls and women including physical, sexual and psychological. Why you should take action to stop FGM:
 1. FGM is child abuse and must be treated in the same vein as all other crimes against children that would kick start interventions by other agencies such as social workers and the police
 2. Since legislation was introduced in the UK in 1985, there has yet to be a prosecution
 3. FGM is used to control girls and young women and is often a conduit for economic security i.e. dowry's In April 2014, the Director of Public Prosecutions will for the first time bring charges against two individuals (one a serving doctor at a London hospital) for performing and repairing FGM. If successful, this will be the first case of its kind in the UK – 29 years after FGM became a criminal offence.

Now more than ever before are we seeing a raft of initiatives being introduced by Government, the latest potential reforms include:

- Allowing the victims of FGM anonymity when giving evidence against those who carry out this crime. This type of protection is currently given to women and girls who are the subject of rape.
- Strengthening the criminal law on FGM and looking at whether present arrangements for protecting witnesses' identities are adequate
- Putting parents under a legal duty to protect their children from mutilation
- GP's teachers and other health and education staff could be given a statutory duty to report suspected cases

For our members in colleges and universities, we would strongly advise that should any young woman who has undergone FGM approach you for advice / assistance, that you refer her to one of the organisations specialising in giving support to victims of FGM.

Regardless of when the crime took place, the complications and impact of FGM lasts a lifetime.

Guidance for UCU branch officers



The importance of reinforcing the value of young girls and women's lives is paramount to the eradication of FGM. It's time to put the rights of young girls and women first. Do not let labels of 'tradition' 'culture' 'religion' or fear of being called a 'racist' prevent you from taking action if you suspect a girl or young woman is being prepared for FGM or has had FGM. FGM is a crime. FGM is a human rights issue. FGM is child abuse.

Stalking

Stalking became a criminal offence in November 2012 and is covered in the Protection from Harassment Act. The following information has been provided by the National Stalking Helpline.

What is stalking?

Stalking can consist of any type of behaviour such as regularly sending flowers or gifts, making unwanted or malicious communication, damaging property and physical or sexual assault. If the behaviour is persistent and clearly unwanted causing you fear, harassment or anxiety then it is stalking and you should not have to live with it.

Can stalking only be done by a stranger?

When many people hear the word stalking they still think of a stranger lurking in the shadows or a delusional fan following a celebrity. Whilst these cover some stalking scenarios they are by no means the majority.

About 40% of people who contact the Helpline are being stalked by ex-intimates (i.e. ex partners) and a further third have had some sort of prior acquaintance with their victim; you may have dated, married or been a friend with your stalker. Just because you know/knew the stalker does not mean that the situation is your fault - it is still stalking and it is wrong.

How long does stalking last?

There is no definite answer to this question. Dr. Lorraine Sheridan's report (see below) found that stalking could last anywhere from 1 month to 43 years. The average length of time was found to be between 6 months and 2 years. Dr. Sheridan also found that the duration of stalking tends to increase as the stalker's emotional investment in the relationship increases. This is one of the reasons ex-intimate stalking is often considered to be the most dangerous.

Who can be a victim of stalking?

Anyone can become a victim of stalking. A report produced by Dr. Lorraine Sheridan and Network for Surviving Stalking, in which 2,292 victims of stalking were surveyed, found that victims' ages ranged from 10 to 73, they were male and female, were spread across the

entire socio-economic spectrum and a large proportion (38%) were professionals. Dr. Sheridan concludes that virtually anyone can become a victim of stalking and the only way to avoid doing so would be to avoid the social world.

Can stalking without violence still be damaging?

The absence of violence in a stalking case doesn't mean the victim is unaffected. Stalking can cause:

- Severe psychological distress to a victim
- Depression
- Anxiety
- Sleep disturbance
- Paranoia
- Agoraphobia and post-traumatic stress disorder are all common side effects of stalking.

What key information would you give to stalking victims?

Trust your instincts, if someone is making you feel scared or intimidated do not ignore these feelings, research indicates early intervention in a stalking case can stop it. After you have told your stalker once clearly and firmly that you no longer wish to have any contact with them, try not to engage with or meet them again, even if it is to tell them to leave you alone.

If you believe that you are being stalked, contact the National Stalking Helpline on 0808 802 0300

Cyber harassment

Victims of bullying and harassment will experience the same feelings of fear, intimidation, stress, low morale etc regardless of the method being used.

The difference is that by using information systems such as these to cause harm, the victim has no control over who else has access plus there is a misconception that because cyber-bullies are able to target their victims anonymously, there is less of a chance to identify who the bully actually is.

There are legal routes available and members are advised to take advice from UCU before instigating any action. However, depending on the seriousness of the offence, there are ways in which the bully can be identified and action taken.



Action against Violence against women

Under Section 1 of the Malicious Communications Act 1998 it is an offence to send an indecent, offensive or threatening letter, electronic communication or other article to another person and under Section 43 of the Telecommunications Act 1984 it is a similar offence to send a telephone message which is indecent offensive or threatening.

If the e-mails, cyber-bullying etc. causes the victim to fear that violence will be used against them then the police can choose to charge the offender with an offence contrary to Section 4 of the Protection from Harassment Act 1997 which is punishable with up to five years imprisonment and also allows the court to make a Restraining Order.

The fact that an offensive telephone call, letter e-mail etc. may be received in the course of work and have been sent by a work colleague or manager does not justify the message or prevent it being an offence.

Offensive messages sent within the workplace can still constitute criminal offences.

If the e-mails, cyber-bullying etc. is racist in nature or motivated by religious hostility then charges could be brought of Racially or Religiously Aggravated Harassment contrary to sections 32(1)(a) or 32(1)(b) of the Crime and Disorder Act 1998.

Sexual violence

The term sexual violence encompasses a range of acts from harassment, social pressure and intimidation to physical force. The World Health Organisation (WHO) states that sexual violence includes, but is not limited to:

- Rape within marriage or dating relationships
- Rape by strangers or acquaintances
- Unwanted sexual advances or sexual harassment (at school / work)
- Systematic rape, sexual slavery and other forms of violence, which are particularly common in armed conflicts
- Sexual abuse of mentally or physically disabled people
- Rape and sexual abuse of children; and
- 'customary' forms of sexual violence, such as forced marriages or cohabitation and wife inheritance

100% of the responsibility for any act of sexual violence lies with its perpetrator. There is no excuse for sexual violence – it can never be justified, it can never be explained away and there is no context in which it is valid, understandable or acceptable.

Honour-based abuse

Honour based abuse is defined as:

“An incident or crime which has or may have been committed to protect or defend the honour of the family and or community”

Honour based abuse is where a person is being punished by their family or community for actually or allegedly undermining what they believe to be the correct code of behaviour. By not conforming it may be perceived that the person may have brought shame or dishonour to the family.

Many cases have been reported of women being murdered by their own family members for wanting to leave an abusive relationship. Punishments may include a woman having a boyfriend; rejecting a forced marriage; pregnancy outside of marriage; interfaith relationships; seeking divorce, inappropriate dress or make-up and even kissing in a public place.

Honour-based abuse can exist in any culture or community where males are in position to establish and enforce women's conduct, examples include: Turkish; Kurdish; Afghani; South Asian; African; Middle Eastern; South and Eastern European; Gypsy and the travelling community (this is not an exhaustive list).

Men can also be victims, sometimes as a consequence of a relationship which is deemed to be inappropriate, if they are gay, have a disability or if they have assisted a victim.

This is not a crime which is perpetrated by men only, sometimes female relatives will support, incite or assist. It is also not unusual for younger relatives to be selected to undertake the abuse as a way to protect senior members of the family. Sometimes contract killers and bounty hunters will also be employed.

Organisations such as Karma Nirvana (www.karmanirvana.org.uk) exist to support that victims and survivors of Honour based abuse. Full details can be found in the Further resources section.

Attitudes to violence against women

There is still a way to go to change attitudes towards violence against women. With the use of two high profiled Government television campaigns as part of the “This is Abuse”⁵ campaign, the issues of abuse, emotional, physical violence and sexual violence are explored.

Guidance for UCU branch officers



The campaign is primarily aimed at educating young people about the dangers of violence within a relationship and offers key information for young people experiencing abuse.

How women are treated by the various agencies when they present a case of abuse/violence has a way to go to change attitudes from one of blaming the victim to one where the victim is supported.

Addressing the gender inequalities within society is vital to changing attitudes. UCU, for example, recognises that there is widespread pay inequalities and will continue to campaign to close the gender pay gap.

Reclaim the Night

'Reclaim the Night', the national, annual march which affirms women's rights to use public spaces without fear and raises awareness of the threat or reality of rape, sexual assault and sexual harassment that women have to negotiate. Further information about the march can be found at the Reclaim the Night website www.reclaimthenight.org.

End Violence Against Women

UCU is a supporter of End Violence Against Women which is a coalition representing seven million individuals and organisations across the UK who believe we can and must create a world free from the threat and reality of violence against women.

The objectification of women

UCU is affiliated to OBJECT, an organisation that challenges sex object culture, lap dancing clubs or sexist advertising. We also support their broader aims on sexual objectification.

⁵ This is Abuse campaign is an initiative run by the Government – www.thisisabuse.direct.gov.uk

Along with a broad coalition of individuals, equality organisations and lawyers, OBJECT is campaigning for high street retailers to stop selling sexist, harmful lads magazines. The campaign was called to put a stop to portraying women as sex objects as evidence has shown that by portraying women as sex objects, evidence has shown that these publications fuel sexist behaviours and attitudes that underpin violence against women. More information can be obtained here www.losetheladsmags.org.uk.

International Day for the Elimination of Violence Against Women

Women's activists have marked this as a day against violence since 1981.

The date commemorates the brutal assassination in 1960 of the three Mirabal sisters, political activists in the Dominican Republic, on the orders of Dominican ruler Rafael Trujillo (1930-1961). The TUC reports that recent actions on this day have included calling on the UK government to sign the Council of Europe Istanbul Convention on the elimination of violence against women.

Diary dates:

- International Day against Female Genital Mutilation – February 6
- World Day of Fight Against Sexual Exploitation – March 4
- International Women's Day – March 8
- International Day of Non-Violence – October 2
- World Day for the Elimination of Violence Against Women – November 25
- National Stalking Awareness Day - April 24

Details of organisations working to put an end to violence against women can be found in the Guidance and Information section.



Action against Violence against women

Violence at work

The following information on violence at work can be downloaded as a factsheet at http://www.ucu.org.uk/media/pdf/6/2/hsfacts_violenceatwork.pdf

Violence at work is any incident where a person is intentionally abused, threatened, or assaulted at their work, and which endangers their safety, health, well-being, or work performance. It covers insults, threats (with or without weapons), or physical or psychological aggression exerted by people from inside or outside the organisation against a person at work. There may be a racial or sexual dimension to the violence. Violence to staff is an occupational safety and health issue and should be dealt with at the organisational level. It is not an individual's problem.

The Health and Safety Executive (HSE) report that the number of violent incidents at work has declined over the last decade, with the incident rate remaining stable over the last four years. Findings from the Crime Survey for England and Wales (CSEW) showed that in 2012/13:

- The risk of being a victim of actual or threatened violence at work in 2012/13 is similar to the last few years with an estimated 1.4 per cent of working adults the victims of one or more violent incidents at work (CESW).
- In the Crime Survey for England and Wales 2012/13 323,000 adults of working age in employment experienced work related violence including threats and physical assault.
- There were an estimated 649,000 incidents of violence at work according to the 2012/13 CESW, comprising 332,000 assaults and 317,000 threats. This compares to an estimated 643,000 incidents in 2011/12, an increase of 1%. This change is not statistically significant.
- The 2012/13 CESW found that 1.2% of women and 1.6% of men were victims of violence at work once or more during the year prior to their interview.
- It is estimated that 60% of victims reported one incident of work related violence whilst 16% experienced two incidents of work related violence and 24% experienced three or more incidents in 2012/13
- Strangers were the offenders in 60% of cases of workplace violence. Among incidents where the offender was known, the offenders were most likely to be clients or a member of the public known through work.
- Victims of actual or threatened violence at work said that the offender was under the influence of alcohol in 38% of incidents, and that the offender was under the influence of drugs in 26% of incidents
- The survey found 51% of assaults at work resulted in injury, with minor bruising or black eye accounting for the majority of the injuries recorded
- In 2012/13 (Reporting of Injuries, Diseases and Dangerous Occurrences (RIDDOR) reported 3,697 over 7 days injuries for acts of violence in the workplace

In education, the potential for violence is also always a risk where public meets provider in any setting and there is no reason to suppose that tertiary education is any different. For example, the NASUWT's Big Question survey in 2013 found that 85% of school-teachers had suffered verbal abuse from a pupil, 14% had been physically assaulted and 22% had received threats of physical assault. Over a third (36%) had been verbally abused by a parent or carer, 4% had been threatened with physical assault by a parent or carer and 0.4% had been physically assaulted. NASUWT believe that much workplace violence against teachers is not reported.

There are complex relationships between staff and students, and a whole raft of student expectations that come with the marketisation and commodification of education. There is already some evidence of an increase in student complaints that the grades awarded by lecturers and exam boards are not good enough.

UCU takes the prevailing view that employers adopt a "zero tolerance" approach, as in the health service and the following points are used to assist in the development of policies at your college or university:

- Employer policies on workplace violence should be the strongest possible in this respect, and both staff and students should understand what is acceptable behaviour, and what procedures are in place for them to raise what they define as problems. Staff and students should also understand clearly the consequences of violent behaviour.
- All employers should include the potential for violence against staff as an ever-present hazard, and risk-assess it accordingly.
- The precautionary measures that are adopted to ensure staff safety need to be carefully considered – there are many actions that can be taken, from draconian security measures involving constant security

Guidance for UCU branch officers



surveillance and monitoring, heavy security staff presence and restricted access to buildings and the campus, to relative benign measures such as occasional identity card checks and other low-key measures.

- Staff training in techniques to defuse potentially risky confrontations can be useful, but should be in support of other measures, not the primary control method.
- There needs to be clear procedures in place to enable staff to raise concerns before incidents occur, and a reporting procedure when an incident does occur. Joint union/management monitoring and review needs to be part of the policy and procedures.

Further sources of information

- The sector-specific HSE guidance document “violence in the Education Sector” was withdrawn in 2014. See <http://www.hse.gov.uk/pubns/indg69.pdf>
- For HSE’s general violence at work leaflet that emphasises the risk assessment approach, and the importance of involving union safety representatives.
- For HSE guidance on the risks of lone working see <http://www.hse.gov.uk/pubns/indg73.pdf>
- The HSE site at <http://www.hse.gov.uk/violence/index.htm> has other limited sources
- At EU level there is a framework agreement between public and private sector employers and the trade unions on preventing violence and harassment at work, published by HSE. See <http://www.hse.gov.uk/violence/preventing-workplace-harassment.pdf> for guidance.
- See also the EU Agency for Safety & Health at Work factsheet on violence in the education sector at <https://osha.europa.eu/en/publications/factsheets/47>
- The TUC Hazards at Work Manual has a useful chapter on workplace violence at <http://www.tuc.org.uk/workplace-issues-34>



Action against Violence against women

Legislation

The Equality Act 2010

From 1 October 2010, the Equality Act 2010 replaced nine major pieces of legislation, including the Equal Pay Act 1970, Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995, Religion or Belief Regulations 2003, Sexual Orientation Regulations 2003 and Age Regulations 2006. It makes equality law simpler, harmonising protection and definitions across the different groups where appropriate. As well as combining the old laws, the Equality Act includes some new provisions aimed at strengthening protection and advancing equality of opportunity.

Protected Characteristics

The Equality Act 2010 prohibits discrimination because of one of the following characteristics, referred to in the Act as “protected characteristics”. Only discriminatory treatment falls into one of these categories is prohibited by the Act:



As a general principle, equality legislation is about securing equal treatment for particular groups who might otherwise be disadvantaged in the workplace, when compared with others who do not share the characteristic. It is not about fair treatment: it does not protect workers from poor employers who behave equally badly to all employees, or employers who behave badly for a non-discriminatory reason.

The Public Sector Equality Duty

The Public Sector Equality Duty (PSED) requires public authorities, when exercising their functions, to have “due regard” to the need to eliminate discrimination, advance equality of opportunity and foster good relations across the protected characteristics.

UCU Guidance on the Equality Act 2010 and the Public Sector Equality Duty can be accessed in the Further resources of this guide.

Protection of Freedoms Act 2012

England and Wales: As of 25th November 2012 amendments to the Protection from Harassment Act have been made that makes stalking a specific offence in England and Wales for the first time. The amendments were made under the Protection of Freedoms Act 2012. The amendments can only be used to deal with stalking incidents that occur after 25th November 2012; stalking prior to this will still be dealt with as ‘harassment’ under sections 2 and 4 of the Protection from Harassment Act.

Scotland: Prior to 2010 stalking behaviour was not recognised as a serious crime in Scotland and stalking was prosecuted as a form of harassment under the common law ‘Breach of the Peace’.

Whilst historically flexible to cover a multitude of common garden offences, Breach of the Peace did not fully encompass, define or reflect the seriousness of stalking and victim impact held no place.

In April 2010 the Justice Committee at Scottish Parliament cast a unanimous vote for proposed anti stalking legislation to be included into Scotland’s Criminal Justice System. Stalking is now on the agenda for the VAW National Training Strategy, the ‘Commission for Equality of Human Rights’ and all major government funded organisations. Supported by ACPOS and the Crown Office Procurator Fiscal Service, Police forces across Scotland are to receive training on policing stalking crime and for the first time ever, a stalking DVD training tool has been produced to be delivered across Scotland to all Crown Office Procurator Fiscal Staff. The Criminal Justice and Licensing Act was passed on June 30th 2010 and came into effect on December 13th 2010. Section 39 of this Act makes stalking a criminal offence.

Guidance for UCU branch officers



Northern Ireland: The Protection from Harassment Order 1997 (Northern Ireland) is similar to the Protection from Harassment Act 1997 (England and Wales).

The Adoption and Children' Act 2002

Section 120 of the Adoption and Children's Act 2002 was extended to include the definition of significant harm to include 'impairment suffered from seeing or hearing the ill-treatment of another'. This recognises the fact that a child/children witnessing domestic violence can have serious implications for children's development.

Health and Safety at Work

The main pieces of relevant legislation in relation to violence at work are:

The Health and Safety at Work etc Act 1974

Employers have a Duty of Care under the Health and Safety at Work Act (1974). That means they have a duty to look after an employee's welfare at work and to address issues which are affecting their health. Employers also have a duty to protect employees from violence at work.

The Management of Health and Safety at Work Regulations 1999

Employers must consider the risks to employees (including the risk of reasonably foreseeable violence); decide how significant these risks are; decide what to do to prevent or control the risks; and develop a clear management plan to achieve this.

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)

Employers must notify their enforcing authority in the event of an accident at work to any employee resulting in death, major injury, on incapacity for normal work for three or more days. This includes any act of non-consensual physical violence done to a person at work.

Safety Representatives and Safety Committees Regulations 1977 (a) and The Health and Safety (Consultation with Employees) Regulations 1996 (b)

Employers must inform, and consult with, employees in good time on matters relating to their health and safety. Employee representatives, either appointed by recognised trade unions under (a) or elected under (b) may make representations to their employer on matters affecting the health and safety of those they represent.



Action against Violence against women

Not a new phenomenon

Extreme violence against women and girls takes place on an almost daily basis as has been reported quite intensively in the media such as:

- Acid attacks on women who try to leave abusive relationships and /or reject the unwanted advances of men
- Rapes of women and girls especially in countries experiencing conflict
- Being trafficked
- Forced abortions or murders of babies when the sex of a female child is known

By taking collective action against violence against women and girls, we can banish statistics like this for good!

Despite international outrage and calls for action, there appears to be very little recourse for women suffering violence - in some cases, rape is not even seen as a crime within marriage as was recently demonstrated in May 2012 where a court in New Delhi acquitted a man accused of raping his wife. The judge said:

“The parties being husband and wife, the sexual intercourse between the two does not come within the ambit of the offence of rape, even if the same was against the will and consent of the victim”.

Note in the above statement that the judge clearly stated that sexual intercourse was NOT consensual and calls the wife a ‘victim’.



Guidance for UCU branch officers



Action for branches

In this section of the guidance we hope to equip you with some tools to address the issue of violence against women. Branches can assist members who are experiencing any form of violence or abuse either at home or work by helping them to stay safe whilst working without the fear of being penalised because of their personal situation. Below, we outline a few areas in which branches can take practical steps to achieving a safe working environment



employer. The policy should make clear that personal details are strictly confidential, not least so that the woman in question cannot be tracked by the perpetrator.

It should set out what support the college/university is offering to anyone experiencing domestic abuse, e.g. special leave, paid time off for appointments, counselling (if available), changes to hours/duties, increased security, career breaks, relocation to a different office/site etc. It should say how a staff member can go about seeking this support.

Relevant health and safety measures should be outlined in the policy, for example, recording and reporting incidents of harassment or assault and staff not giving out their colleagues' details or work schedules.

It may also be necessary to review health and safety procedures following a disclosure of domestic abuse, such as a risk assessment being carried out for that member of staff leading to temporary or permanent changes to hours or duties. All staff/members need to be made aware that the policy exists. It should be regularly monitored and reviewed and state who will do this.

For more advice about drafting and negotiating a workplace policy, please contact Charlotte Nielsen in the UCU Equality Unit: cnielsen@ucu.org.uk

Providing a workplace policy

Having a workplace policy on domestic violence helps to ensure the health, safety and welfare of staff members and may ultimately reduce and prevent the extent of domestic abuse experienced. If staff are fully supported it improves the work environment for all employees as stress and absenteeism is minimised. A workplace policy is also a good investment for the employer, as it helps them to retain skilled and experienced staff.

First and foremost a workplace / domestic violence policy should very clearly state that the college/university will not tolerate any form of violence (including domestic abuse) or abuse and that it is committed to supporting staff who are subjected to it as well as committed to taking action against those who perpetrate such abuse.

It should be made clear what the role of the named person/s is, i.e. branch officers shouldn't be expected to act as counsellors, but as providers of information and who will act as the employee's representative to the



Action against Violence against women

Checklist for union representatives

- Raise awareness of the issue amongst branch members and publicise that the union can give practical support.
- Be sympathetic and non-judgemental, have some understanding and awareness of the issue.
- Try to ensure there is a woman on the branch committee who can give initial support to a member suffering domestic violence, since a woman in this situation may prefer to talk to another woman.
- Remember confidentiality is paramount and do not disclose any information to a third party without the prior permission of the woman concerned.
- Provide information on external support available, e.g. Women's Aid, since members may not wish to seek assistance from management. Find out the local contacts and make these available.
- Recommend that threats (or actual) threats of physical violence is reported to the police – it may be or could become life-threatening.
- Be able to deal with the situation if both partners work together – ensure that the harassment procedure is used promptly if abuse takes place at work.
- Allow the member to make decisions about any future action at her own pace without pressure and provide support for as long as it is needed.
- Negotiate a period of paid special leave if necessary to enable the woman to resolve the crisis, relocate and recover.
- Negotiate a policy covering violence at work and violence against women with management.

Branches should also be aware that employers' responsibilities ought to include:

- Raise awareness in the workplace about the consequences of violence at work and domestic violence and publicise agreed policies
- Provide training, particularly for managers and personnel officers, so they can support staff suffering domestic violence

- Ensure staff reporting incidents of domestic violence are treated sympathetically, provided with support, and confidentiality maintained.
- Provide advice about organisations experienced in dealing with domestic violence – at no cost and within working hours
- Negotiate flexible working arrangements, to include working irregular hours if necessary and/or reasonable paid time off for counselling, to seek legal help, find alternative accommodation etc
- Arrange a period of paid special leave if necessary to allow the woman to deal with the crisis and recuperate
- Provide an advance on salary if necessary to assist with finding new accommodation
- Seek redeployment, if requested, at no cost to the woman and ensure her new place of work is only revealed with her explicit permission
- Provide independent counselling at no cost and within working hours
- Ensure anyone suffering domestic violence is not penalised for coming in late, going absent at short notice or taking sick leave. Disciplinary procedures or scrutiny of sick leave should not be used. These issues should be analysed as part of the equality impact assessment of these procedures.
- Reassure the employee about job security and ensure they are not penalised for under-performance in any appraisal or assessment
- Liaise with trade unions and student services to develop guidelines for teaching staff to deal with suspected domestic violence issues with students.

Violence against women is also a key issue for women students. UCU branches could consider campaigning jointly with other trade unions on this issue as well as with NUS as there will also be female students who are affected by domestic violence.

Violence at Work Survey

UCU has prepared a draft questionnaire below. Use this as part of a workplace inspection to find out what or if there is a problem that needs to be addressed. You can modify it to meet your specific needs; please send healthandsafety@ucu.org.uk a copy if you do.

Guidance for UCU branch officers



Violence at Work Survey

Instructions: Delete as appropriate

UCU is concerned about violent incidents to our members and staff in the college or university. Violence includes threats, verbal abuse and harassment as well as actual attacks and injury to staff by clients and members of the public. It's not part of our job to put up with violence; it is the employer's duty to identify the risks and take appropriate action to ensure staff safety at work. To try to find out more about the occurrence and causes of violent incidents and the risks to members of staff, UCU is conducting a confidential survey. We will use the information we collect to raise the issue with management to see what we can do to improve the situation. Please help us develop our knowledge by completing this confidential questionnaire and return it to your UCU representative. It should only take a few minutes. If you want to speak to one of the Branch safety reps, contact details are listed at the end of this questionnaire.

1. Which site do you work at?

2. Which department or school?

3. How worried or concerned are you about violence in the college/university? (Circle one below 1 = not at all; 5 = very concerned)

1

2

3

4

5

4. Have you suffered violence in relation to your work in the last year? (Circle Yes or No. If more than once, please state how many times)

a) Injury requiring medical assistance	Yes	No	How often
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b) Minor injury – requiring first aid	Yes	No	How often
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c) Threatened with a weapon	Yes	No	How often
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d) Verbal threats or abuse	Yes	No	How often
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e) Racial harassment	Yes	No	How often
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f) Sexual harassment	Yes	No	How often
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5. Please give brief details of any incident – when, where, and what happened?

.....
.....

6. Did you report the incident(s)..... Yes..... No..... Don't recall

7. If Yes, Who to?

8. If not, why not?

9. What, if any, action resulted to prevent a recurrence?

.....
.....

10. Did you get any help to recover after the event? If so, what was it?

.....
.....



Action against Violence against women

11. Was it useful/did it help you recover.....Yes.....No

12. Have you witnessed a violent incident against another person.....Yes.....No

13. Can you briefly describe details of any incident you witnessed who was involved and what happened?
.....
.....

14. Are you aware of any college/university policy or procedure on violence?
.....Yes.....No

15. Have you been told to report violent incidents and how to do that?.....Yes.....No

16. Are you aware of any procedure for investigating violent incidents?Yes.....No

17. Are you aware of any measures that management have taken to deal with violence such as changes in staffing, security arrangements, etc?.....Yes.....No

If Yes, can you give brief details?
.....

18. Have you been given training on how to deal with violent situations?.....Yes.....No

19. Do you think management take concerns about violence seriously?.....Yes.....No

20. What do you think can be done to deal with incidents of violence in the college/university? If you have any suggestions, please note them below.
.....
.....

Thank you for helping with this survey. Please return forms to (insert name here). We'll let everyone know what we find out and what we intend to take up with management if that is necessary. If you want to discuss this further with one of our safety reps, contact details are listed below.

UCU Safety Rep Building location e-mail address Telephone No:

UCU Safety Rep Building location e-mail address Telephone No:

Guidance for UCU branch officers



TUC Gender and Occupational Safety and Health 'Gender-sensitivity' Checklist

The TUC Gender and Occupational Safety and Health 'Gender-Sensitivity' checklist is a tool for branches and local associations to use to identify how gender sensitive your workplace is. This checklist is primarily used by branch safety representatives but equally the findings could be shared with branch equality representatives on negotiating policies and procedures and in working to ensure that branches / local associations cater to the needs of women.

TUC Gender and Occupational Safety and Health 'Gender-sensitivity' Checklist

Checklist: How gender-sensitive is your workplace?

1. Your employer's workplace agreement or policy

Does the employer's health and safety policy or workplace agreement recognise that there are sex and gender differences in occupational safety and health (OSH)?

Has gender-sensitive health and safety been discussed with the union?

Does the agreement or policy commit the employer to addressing diversity in OSH?

Does the workplace agreement / policy commit the employer to consulting with all workers and their representatives – male and female, full-time and part-time, permanent and temporary, about OSH issues including risk assessments?

2. Your union policy

Does your union policy recognise that there are sex and gender differences in occupational safety and health?

Have you discussed gender-sensitive health and safety at your Branch meetings or at meetings of safety reps or equality reps?

Has the union discussed gender-sensitive health and safety with the employer?

Does your union policy commit the union to consulting all members – male and female, full-time and part-time, permanent and temporary, about OSH issues including risk assessments?

3. Health and safety management

Are women as well as men involved in health and safety management in the workplace?

Is there an appropriate gender balance on the Joint Health and Safety Committee (JHSC) or other consultative structures?

Are all sections of the workforce represented on the JHSC or other consultative structures?



Action against Violence against women

Are health and safety issues and priorities of concern to women regularly discussed at the JHSC or other consultative structures, and are they taken seriously?

Are the employer's occupational health and safety advisors / managers aware of sex and gender differences affecting men's and women's health and safety at work?

Does the employer include gender awareness for all staff as part of their health and safety training, and in other training, such as inductions?

4. Safety reps and equality reps

Do all sections of the workforce, including predominantly female occupational groups, have access to a union safety rep?

Does this include part-time workers and temporary staff?

Do union safety reps regularly consult with women members as well as men about their health and safety concerns?

Are women members' concerns and priorities adequately reflected in the workplace health and safety agenda?

Are there any women safety reps in the workplace?

Do women safety reps attend JHSC/consultative meetings?

Does the union / branch have a policy of encouraging more women members to become safety reps and equality reps?

Do equality reps (if you have them) also discuss health and safety-related issues such as work-life balance, maternity protection, harassment or stress with the employer? If so, are these also discussed jointly with safety reps and union negotiators?

Does your union include gender awareness in their safety rep training?

Does your union offer health and safety courses for women representatives?

5. Risk assessment and prevention

Are risk assessments carried out and implemented by the employer?

If so, do risk assessments take account of sex and gender differences?

Are women as well as men consulted about risk assessments?

Are reproductive health risks to both men and women adequately assessed?

Are risk assessments relating to expectant, new and nursing mothers (and the unborn or breastfeeding child) carried out properly and in good time?

Guidance for UCU branch officers



6. Sickness absence management and investigation

- Does the employer have a sickness absence management policy or workplace agreement?
- Does the policy and practice ensure that any work-related health problems are properly investigated with a review of risk assessments where necessary?
- Are members and union safety reps involved in any investigations?
- Are members satisfied that the sickness absence management workplace agreement or policy is fair and non-discriminatory?

7. Reporting and monitoring procedures

- Are all accidents and incidents regularly reported and reviewed, including near misses and work-related health problems (and those that may be made worse by work)?
- Are all accident and ill health statistics systematically reviewed at JHSC/consultative meetings?
- Is sex-disaggregated data (showing men and women separately) on accidents and ill health routinely collected?
- Does the data differentiate not only between women and men but also between different jobs and job levels and between different shift patterns?
- Are trends in the ill-health statistics analysed as well as trends in accidents and near misses?
- Are all workers aware of the importance of reporting work-related ill health and health problems made worse by work, as well as accidents and near misses?
- Does the union carry out any confidential surveys of members' health and safety concerns, and if so, are all members consulted?
- Do union surveys allow the union to differentiate between men's and women's responses in the questionnaire design, analysis and findings?
- Are the findings of any surveys reported and discussed with management, with feedback to all members?
- Are women's and men's health and safety concerns and priorities treated equally seriously by the union and by management in these discussions?
- Does the Union's bargaining agenda reflect member's gender-specific concerns?
- Do the employer and trade union have the necessary negotiating machinery in place to consult and negotiate on health and safety changes and gender equality?



Action against **Violence** against women

8. Any other issues identified specific to your workplace?

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Guidance for UCU branch officers



Where to go for help

It is essential to find out who the contacts are for your local area. Organisations listed below are working to protect women, men and children against all forms of violence in the home and in the workplace.

National Organisations

Aanchal Women's Aid

A women's organisation that assists women affected by physical as well as mental, financial, sexual and emotional domestic abuse.

The helpline for Asian women experiencing domestic violence provides support to women whose languages include: Bengali, Hindi, Punjabi, Gujarati, Tamil and Urdu.

T: 08454 512 547 helpline 24 hours

E: info@aanchal.org.uk

W: www.aanchal.org.uk

Broken Rainbow

A helpline for lesbian, gay, bisexual and transgender people experiencing domestic violence.

T: 0300 999 5428 (Monday and Thursday 10am - 8pm;

Tuesday and Wednesday 10am to 5pm (1pm - 5pm

Tuesday is a Trans specific service)

E: help@brokenrainbow.org.uk

W: www.broken-rainbow.org.uk

Chinese Information and Advice Centre

The Chinese Information and Advice Centre (CIAC) provide free information, advice and support to disadvantaged Chinese people living in the UK.

They support women and children who are victims, or at risk of domestic violence.

T: 020 7 462 1281 – Domestic violence line

E: info@ciac.co.uk

W: www.ciac.co.uk

Not for profit organisations that works to protect girls and young women who are at risk from female genital mutilation (FGM)

Daughters of Eve

T: 07983 030 488

W: www.dofeve.org

Forward UK

T: 020 8960 4000 (09:30 – 18:00 Monday to Friday)

W: www.forwarduk.org.uk

End Violence Against Women Coalition

A coalition representing seven million individuals and organisations across the UK who believes that they can and must create a world free from the threat and reality of violence against women.

T: 020 7 033 1559

E: admin@evaw.org.uk

W: www.endviolenceagainstwomen.org.uk

Home Office

Official government web pages about domestic violence

W: www.homeoffice.gov.uk/domesticviolence/index.htm

W: www.thisisabuse.direct.gov.uk

Jewish Women's Aid

Jewish Women's Aid is the only specialist organisation in the UK supporting Jewish Women affected by domestic violence.

T: 0808 801 0500 (9.30am – 9.30pm Monday to Thursday)

W: www.jwa.org.uk

Karma Nirvana

Karma Nirvana is a UK registered Charity that supports victims and survivors of Forced Marriage and Honour-Based Abuse.

T: 0800 599 9247

E: email form available on the contact page of the website

W: www.karmanirvana.org.uk

Men's Advice Line

The Men's Advice Line is a confidential helpline for men experiencing domestic violence from a partner or ex-partner (or from other family members).

T: 0808 801 0327

E: info@mensadviceline.org.uk

W: www.mensadviceline.org.uk

National Society for the Prevention of Cruelty to Children (NSPCC)

National charity safeguarding children

T: 0800 028 3550

E: fgmhelp@nspcc.org.uk

W: www.nspcc.org.uk

Network for Surviving Stalking

A national UK charity representing stalking victims and their families

T: 0808 802 0330 (9:30-4pm weekdays (except Wednesday 1-4pm)

E: advice@stalkinghelpline.org

W: www.stalkinghelpline.org

Rape Crisis – England

Rape Crisis is a national charity and the umbrella body for a network of independent member Rape Crisis organisations.

T: 0808 802 9999 (12 - 2.30pm - 7 - 9.30pm)

W: www.rapecrisis.org.uk



Action against Violence against women

Recourse

Recourse offers support services to all staff in further and higher education and their families, including counselling, one-to-one coaching, information, advice and support material, financial assistance, money management advice, signposting to relevant organisations.

T: 0808 802 03 04

W: www.recourse.org.uk

E: Email form available via their website

Refuge

Opened in 1971, Refuge became the world's first safe house for women and children escaping domestic violence.

T: 0808 2000 247

W: www.refuge.org.uk

Refuge Crisis Line (London wide)

T: 0870 599 5443

Respect

Respect has been supporting male victims of domestic violence since 2007 when they took over the management of the Men's Advice Line.

T: 0808 801 0327

W: www.respect.uk.net

E: info@mensadvice.org.uk

Southall Black Sisters

A not for profit organisation set up in 1979 to meet the needs of black (Asian and African Caribbean) and minority ethnic women.

T: 020 8 571 0800

W: www.southallblacksisters.org.uk

Turkish Cypriot Women's Project

Offers help with emergency housing, children, injunctions against violent partners, welfare benefits, health care matters and other issues related to domestic violence. It provides a free service for any Turkish-speaking woman living in London.

T: 020 8 340 3300

E: info@tcwp.org.uk

W: www.tcwp.org.uk

Women's Aid - (run in partnership with Refuge)

Women's Aid is the key national charity working to end domestic violence against women and children. We support a network of over 300 dedicated specialist domestic violence services across the UK.

T: 0808 2000 247

E: helpline@womensaid.org.uk

W: www.womensaid.org.uk

White Ribbon Campaign UK

The White Ribbon Campaign was launched in Canada in 1989 following the unprovoked murder of 14 women at a

university campus. It is recognised as the world's largest effort of men and boys working together to end men's violence against women and girls.

T: 01422 886 545

E: info@whiteribboncampaign.co.uk

W: www.whiteribboncampaign.co.uk

Scotland

Rape Crisis - Scotland

T: 08088 01 03 02 (Every day 6pm – midnight)

W: www.rapecrisisscotland.org.uk

Scottish Women's Aid

Offering a 24/7 telephone service, Scottish Women's Aid is the lead organisation in Scotland working towards the prevention of domestic abuse.

T: 0800 027 1234

W: www.scottishwomensaid.org.uk

Shakti Women's Aid

Based in Edinburgh, Shakti has been working since 1986 to offer support, advocacy and information to all black and minority ethnic women, children and young people experiencing or fleeing domestic abuse.

T: 0131 475 2399

W: www.shaktiedinburgh.co.uk

Northern Ireland

Northern Ireland Women's Aid Federation

T: 0800 917 1414

W: www.niwaf.org

Rape Crisis – Ireland

T: 1800 778888 (24 hour helpline)

Wales

Wales Domestic Abuse Helpline

Wales Domestic Abuse Helpline is a confidential free support and information service for women, children and men in Wales who are experiencing or who have experienced domestic abuse and or sexual abuse and violence.

T: 0808 8010 800 W: www.wdah.org.uk

Welsh Women's Aid

Welsh Women's Aid is the national umbrella organisation representing local Women's Aid Groups situated throughout Wales. Their member groups provide direct services for women and children who have experienced or are experiencing domestic abuse.

T: 0808 8010 800

W: www.welshwomensaid.org

Black and Asian Women Stepping Out (BAWSO)

Black and Asian Women Stepping Out is a specialist service provider, providing practical and emotional support to people affected by domestic abuse and other

Guidance for UCU branch officers



forms of violence, including Female Genital Mutilation, Forced Marriage, Human Trafficking & Prostitution primarily from BME communities.

T: 0800 731 8147 (24/7 telephone service)

W: www.bawso.org.uk

Further resources

Charlotte Nielsen
University and College Union

T: 020 7 756 2500

E: cnielsen@ucu.org.uk

W: www.ucu.org.uk

A Charter for Women

<http://www.ucu.org.uk/media/pdf/0/2/charterforwomen.pdf>

Adoption and Children's Act 2002

http://www.legislation.gov.uk/ukpga/2002/38/pdfs/ukpga_20020038_en.pdf

Digital Stalking: a guide to technology risks for victims

http://www.womensaid.ie/download/pdf/digital_stalking_guide_v2_nov_2012.pdf

Equality Act 2010

http://www.ucu.org.uk/media/pdf/r/f/2010_Equality_Act_briefing.pdf

FRA European Union Agency for Fundamental Rights

<http://fra.europa.eu/en/publication/2014/vaw-survey-main-results>

Government Action Plan Violence against women

<https://www.gov.uk/government/publications/a-call-to-end-violence-against-women-and-girls-action-plan-2014>

HM Government: A Call to End Violence against women and girls

<https://www.gov.uk/government/publications/call-to-end-violence-against-women-and-girls-action-plan>

Health and Safety at Work Act 1974

http://www.legislation.gov.uk/ukpga/1974/37/pdfs/ukpga_19740037_en.pdf

OBJECT

<http://www.object.org.uk/>

Preventing workplace harassment and violence joint guidance implementing a European social partner agreement

<http://www.hse.gov.uk/violence/preventing-workplace-harassment.pdf>

Protection from Freedoms Act 2012

<http://www.legislation.gov.uk/ukpga/2012/9/part/7/crossheading/stalking/enacted>

Public Sector Equality Duty

http://www.ucu.org.uk/media/pdf/i/3/UCU_Equality_duty_toolkit.pdf

Public Sector Equality Duty - Wales

http://www.ucu.org.uk/media/pdf/0/s/Public_sector_equality_duty_in_Wales.pdf

Public Sector Equality Duty – Northern Ireland

http://www.ucu.org.uk/media/docs/c/8/The_Public_Sector_Equality_Duty_in_Northern_Ireland.doc

Reclaim the Night

<http://www.reclaimthenight.org>

Safe and Sanctuary Rooms (Exemption from Under Occupancy Penalty) Bill

<http://services.parliament.uk/bills/2013-14/safeandsanctuaryroomsexemptionfromunderoccupancy.html>

This is Abuse Campaign

<http://thisisabuse.direct.gov.uk>

Violence at work – UCU Health and Safety Factsheet

http://www.ucu.org.uk/media/pdf/6/2/hsfacts_violenceatwork.pdf

Violence at work – UCU Health and Safety Factsheet

http://www.ucu.org.uk/media/pdf/6/2/hsfacts_violenceatwork.pdf

UCU Violence at work poster

http://www.ucu.org.uk/media/pdf/q/3/violence_poster_female_rev.pdf

Working Women – a TUC handbook for all trade unionist

<https://www.tuc.org.uk/publications/working-women>



Action against
Violence against women

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University and College Union

www.ucu.org.uk/join