

Defining gender based violence

Gender based violence describes a spectrum of behaviour that starts with objectification and unwanted comments and includes: intimidation, harassment, online abuse, intimate image sharing, domestic abuse, physical and emotional abuse, stalking, sexual assault and murder. The term also includes commercial sexual exploitation and so-called 'honour based' violence, including, female genital mutilation, forced marriages and 'honour' crimes.

Scotland uses the term gender based violence because women and girls are much more likely to experience it and men most likely to perpetrate it as a result of continued inequality in our society. However, the term recognises that men and the LGBT+ community can be victims too.

What we're asking you to do

Please press out and keep the two cards overleaf. They fold to the size of a credit card so you can slot one into your staff ID lanyard, or fit it in your purse or wallet. If a student or colleague comes to you to make a disclosure of gender based violence, or you witness something that doesn't feel right, please discreetly give them the card so they can make a choice about the action they want to take. Please keep the other somewhere safe so you have another ready.

To learn more before you might need to use this card visit:
www.endGBV.uk

6 steps to guide your conversation if you receive a disclosure:

- 1. Believe them.** Be kind and reassure them they are not to blame. Confirm you take the matter seriously. Do not ask for proof.
- 2. Explain your role and encourage towards specialist support.** Advise that you are not a trained specialist but you can listen and provide information and refer for support. The best outcome is that they seek specialist support as soon as possible. That is the purpose of the card.
- 3. Ask if they feel safe.** Ask them if they are feeling frightened and, if they are, ask what they are afraid of. Early on, let them know you are duty bound to tell someone immediately if they disclose that they, or someone else, is at risk of serious harm. This is to keep them safe.
- 4. Listen actively.** Don't interrupt. Don't be afraid of silences. Concentrate on what you are being told. Don't investigate or probe for detail; that's not your role. Take brief, factual notes of what was said and don't include assumptions.
- 5. Give them control.** The person making a disclosure needs to be in control and make their own decisions about what happens next. It is not appropriate to offer solutions or advice or to act on their behalf without their full consent unless there is a risk of harm to them or others (see 3).
- 6. Safeguarding for under 18s.** If the disclosure is being made by someone over 16 but under 18 and in care or a care leaver, you need to pass this disclosure to the person responsible for safeguarding procedures in your institution. This should ideally be done with the student's consent.

Divide & hold onto the 6 steps for handling a disclosure.

Press out, fold & keep. The card fits into your staff ID lanyard, purse or wallet so you always have it at your fingertips.

In an emergency call 999

Specialist and confidential support is available from:

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|---|--|
| Search Rape Crisis Scotland or call: 0808 801 0302 (daily 18.00 - 00.00) | Men can search Men's Advice Line or call 0808 801 0327 (Mon-Fri, 09.00 - 17.00) |
| Visit Scotland domestic abuse and forced marriage helpline: sdatfmh.org.uk or call: 0800 027 1234 (24hrs) | Muslim & BME women can search AMINA or call 0808 801 0301 (Mon-Fri, 10.00 - 16.00) |
| LGBT+ people can search Galop or call 0800 999 5428 (various times, weekdays) | |

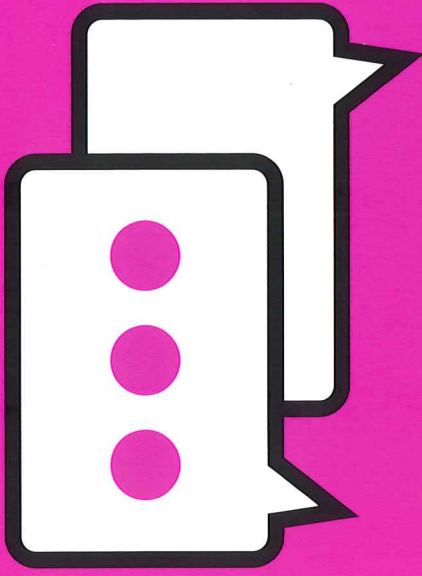
Students at the University of St Andrews can:
Email support.advice@st-andrews.ac.uk with the subject field "report.support" or book an appointment with a specialist adviser at www.universityst-andrewsstudentservices.simplybook.me/v2
Staff can email: hrconfidential@st-andrews.ac.uk

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Psychological, emotional, physical and sexual abuse can take many forms.

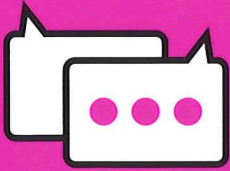
If something doesn't feel
right to you, we can help.

www.endGBV.uk

You may receive a disclosure of gender based violence from a student or colleague. Or you may witness something that isn't right. We want you to have information about specialist support services at your fingertips so you can help in the moment. We don't expect you to be an expert. We're simply asking you to carry this card so that if you find yourself in this situation, you can quickly and safely empower the person to get the help they want.

Gender based violence is an issue in society that includes our universities and colleges. Research suggests that as many as 1 in 4 female students experience unwanted sexual behaviour during their studies.

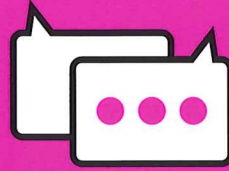
Colleges and universities are working to prevent gender based violence. We want to encourage staff and students to make disclosures and ensure they receive the support they want. You might have a role in intervention, so we're asking for your help.



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