Connect, collaborate, share:
Working together for Respect at NTU – when Consent is Everything

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1. Context

- Nottingham Trent University.

- 4,000 staff & 27,600 students.

Drivers for the work: -

- NTU had already begun identifying common themes relating to issues with behaviours across both students and staff.

- A desire to promote and encourage positive behaviours to enhance student experience and to help ensure NTU is a safe and inclusive university for all students and staff.

- Recognition of emerging local and sector challenges around ‘lad culture’, respect, sexual consent and sexual violence on campus.
2. Collaborative institution wide approach

• Respect and Consent Working Group set up in 2014, led by EDI and with members from across the whole institution:
  ➢ Student Support Services
  ➢ NTU Students Union
  ➢ Student accommodation services
  ➢ NTU Academic and professional services colleagues
  ➢ NTU Sport
  ➢ Student Groups
  ➢ External agencies and organisations

• Aim – to understand the nature and level of issues faced by the university around sexual consent and certain social cultures, such as ‘lad culture(s)’ and how best to address them.

• Review what the University already had in place to prevent and address such issues.

• Identify whether there was any sector best practice we could draw on.
2.1 Initial outputs

- A framework of actions, aimed at raising awareness of NTU’s behavioural expectations, developing resources, processes and support.
- Institutionally led, locally developed and implemented.
- 3 year plan, to embed the ethos, behavioural expectations, resources and processes within the university’s culture, becoming ‘the norm’.
- Extensively championed at senior levels within the university and NTSU, and the Vice Chancellor’s EDI theme for 2015-16.
- Overarching ethos called ‘Respect at NTU’, supported by two major campaigns
3. The Journey.....

Raising awareness

Taking personal responsibility

Peer moderation and challenge
3.1 Journey so far....

High profile campaign - Student and staff engagement

NTU Dignity and Respect Policy
Articulation of desired behaviours
Key activities 2015-16

Resources

NTSU/NTU Sport Initiatives

Collaborative partnerships with external agencies and groups

Senior champions

Training of student peer influencers and staff

High profile campaigns and communications
We are raising awareness about sexual consent; what it is, what it isn’t, giving it and getting it.

We want to ensure that respect and dignity remain at the forefront of everything we do.

For information and advice visit [www.ntu.ac.uk/respect](http://www.ntu.ac.uk/respect)

[Video]
4. Impact and Outcomes

Shifts in attitudes and behaviours and achieving a culture change are notoriously difficult to measure.

Headline indicators:-

- NTSU ‘Consent is Everything’ video – viewed over 3000 times and most watched video on NTSU’s YouTube channel
- NTSU and NTU Respect and Consent webpages have had over 5000 views and for an average of 2 minutes
- Nature of student code of behaviour issues indicate higher level of awareness of acceptable behaviours
- Increase in disclosures of sexual assault and rape both at NTU and wider city
- Over 20% of students responding to an NTU Sport survey indicated they had seen an improvement in behaviour, including ‘less laddish behaviour’, ‘more inclusive’, ‘more respect’.
3. The Journey…..

Raising awareness

Taking personal responsibility

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Key activities 2016-17

• Respect at NTU Video

• Respect day - 16th November
  ➢ Promotion of video
  ➢ Pledges across campuses
  ➢ Celebratory event for partners

• NTSU - Caravan Theatre ‘Can’t Touch This

• Online Respect and Consent resource
  ➢ Pyramid and links to internal and external partner resources

• Promotion of a sexual assault referral video
  ➢ Collaboratively developed by partner agencies

• Further targeted promotion, information, training and engagement

• Continued collaboration on a city wide approach to student safety
3. The Journey.....

Raising awareness

Taking personal responsibility

Peer moderation and challenge
5. Future journey

• Develop a toolkit to equip students and staff with skills and confidence to safely ‘challenge’ behaviours and encourage peer moderation.

• Further promote awareness around appropriate and acceptable use of social media, impact of the digital footprint and safety online.

• Continue to collaborate with internal partners to identify opportunities for further initiatives to embed the Respect at NTU ethos.

• Continue to work with key external agencies, Nottinghamshire Police, partners and HE/FE providers to make Nottingham a safer place for students.

• Review UUK Report and best practice to inform further work.
6. Key learnings and observations

- Power of ‘institutionally led, locally developed and implemented’ approach
  - coherent institutional narrative
  - empowerment
  - contextualised
  - achievable
  - peer energy generates drive and commitment
  - organic

- Partners are critical – NTSU, internal and external

- Senior champions and link to strategic priorities

- Importance of clarity of behavioural expectations and positive behaviours

- There IS an appetite, from students and staff, but we are not yet at the point of Respect being ‘cool’

- Quantitative measures can be difficult define around behaviour change

- Still work to be done
Connect, Collaborate, Share:

Respect at NTU
Give it. Get it. Expect it.