



## Gender Based Violence (GBV) Guidelines

At Glasgow Clyde College we believe that all members of the College community have the right to study and work without experiencing any form of Gender Based Violence (GBV), abuse or harassment. We will not tolerate GBV in any form. This is enacted through a range of activities and statements which are outlined in this document. This guidance also links with other relevant College documentation; for example our Equality and Respect Policy and the Student Code of Conduct. We recognise that GBV is an issue across all of society and we are committed to ensuring that our campus is safe for everyone. The College seeks to provide a consistent, caring, and timely response when sexual and GBV occurs within the College community. Members of the College community, guests and visitors have the right to be free from GBV including sexual violence and the College prohibits such behaviour. GBV and sexual misconduct can occur between people of different sex or gender or of the same sex or gender. The College recognises that whilst women and girls are most at risk, boys and men can also be victim/survivors and that GBV can happen to anyone regardless of their gender or sexuality. The vast majority of GBV is perpetrated by men, however there are some female perpetrators. All members of the College community are expected to conduct themselves in a manner that does not infringe upon the rights of others, in line with our College values, preventing and responding to GBV as a community.

Definitions For the purpose of this policy, we draw on the Scottish Government's Violence Against Women & Girls [definition of GBV](#):

GBV is defined as "any form of violence used to establish, enforce or perpetuate gender inequalities and keep in place gendered orders". This means that, in addition to Violence Against Women & Girls, other specific forms of violence and abuse can be understood as gender-based, such as homophobic and transphobic bullying.

GBV can take many forms, encompassing, but not limited to:

- physical, sexual, emotional, verbal, and psychological abuse and violence, including domestic abuse or relationship abuse (including coercive control), rape, incest, unwanted touching, the non-consensual sharing of sexual images, and the threat of any of these acts. This abuse and violence can occur within intimate relationships, in the family, within the general community, or in institutions.

- sexual harassment, and intimidation in any public or private space (including online, work, schools, colleges and universities, and at home). This may include 'joking' or 'banter' which can be seen by children and young people as acceptable but can have a detrimental impact on the child or young person involved.
- commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography and trafficking.
- child sexual abuse, including familial and sibling sexual abuse, child sexual exploitation and online abuse.
- so-called 'honour-based' violence, including dowry-related violence, female genital mutilation, forced and child marriages, and 'honour' crimes.
- transphobic, homophobic or biphobic bullying, as it reinforces and polices gendered societal norms.

[Preventing and responding to gender based violence: a whole school framework - gov.scot \(www.gov.scot\)](http://www.gov.scot)

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 gender-based violence 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 victim/survivors of these actions. It merely recognises that statistically men are commonly the perpetrators and women and children the victim/survivors. The College recognises that marginalised groups, for example including persons with disabilities, and those in the LGBT+ community, may be at higher risk of experiencing GBV and may have particular needs. As a College we provide tailored support to these groups through services such as our Safeguarding service, Learning Inclusion Team, Mental Health Support and through our Trans Guidance for Staff & Students.

This guidance was created to:

- increase the safety and emotional wellbeing of our College Community;
- clarify expectations of behaviour in relation to our zero tolerance approach as outlined in the Student Code of Conduct and Staff Conduct;
- cultivate a College environment that both expedites and encourages the prompt reporting of GBV by any member of the College community affected by this;
- ensure the equitable investigation and resolution of complaints;
- facilitate the recovery of a victim/survivor by providing a compassionate support service and practical support.

The College is committed to providing a culture and environment which is inclusive of all sections of society and responsive to the needs of individuals. We do this by promoting equality, valuing diversity and ensuring that our College community adheres to our Equality and Respect Policy. The College recognises that such incidents, detailed above, can occur in all relationships and situations, regardless of age, disability, economic status, ethnicity, faith, gender, gender reassignment, marital status and sexual orientation. Due to this, the College understands that anyone can be a victim/survivor of GBV, regardless of the above characteristics.



Guidance with respect to Sexual Misconduct is in line with the Sexual Offences (Scotland) Act 2009 and the expectations of our College 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 can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don't.
- 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. Coercion happens when someone is pressured unreasonably for sex. Coercing someone into sexual activity violates this policy in the same way as physically forcing someone into sex.
- As alcohol or other drug use can place the capacity to consent in question, sober sex is less likely to raise such questions. 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 sex must be able to understand what they are doing. Under this policy, "No" always means "No," but "Yes" may not always mean, "Yes." Anything but a clear, knowing and voluntary consent to any sexual activity is equivalent to a "No" at any point during a sexual encounter.

Gender-Based Violence Offences include, but are not limited to:

- Physical, sexual and psychological violence (for example physical assault, rape and sexual assault, coercive control etc.)
- Unwanted and unwelcome, sexual or gender-based verbal, written, online and/or physical conduct.
- Sexual harassment and intimidation at college, work and in the public sphere
- 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.
- 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.
- Digital & Technology facilitated GBV- the online world has opened up new avenues of abuse and harassment. These include cyberbullying, doxing, sextortion, revenge porn, gender trolling, online grooming & coercive sexting
- 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. This can be physical, sexual, emotional, economic, or psychological actions or threats of actions that influence/coerce another person.
- Extended Family Abuse – following the publication of the report link below, the college recognises perpetrators of domestic abuse to include in-laws and extended family members, not just intimate partners. [In Law Abuse Report \(mwrc.org.uk\)](http://mwrc.org.uk)
- 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, 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), also known as female genital cutting and female circumcision, is the ritual removal of some or all of the external female genitalia.
- Any other College policy, procedure or guidance, when a violation is motivated by the actual or perceived sex or gender identity of the victim/survivor may be pursued using this policy.



Allegations of GBV against a student will be dealt under the Student Code of Conduct, and allegations against members of staff through the appropriate HR policies. These policies outline the processes to be followed and the rights of the accused regarding representation and appeal. Appropriate support will be given to the victim/survivor throughout these processes.

We acknowledge that some individuals may be reluctant to disclose or report incidents of GBV due to concerns about past underage drinking or drug use at the time of the incident. We assure you that individuals who make a disclosure or complaint, or who participate in an investigation in good faith, will not face disciplinary action for violations of the College's policies, for example, related to drug and alcohol use at the time of the incident.

Furthermore, survivors disclosing their experience of GBV will not be subjected to irrelevant questions about their sexual expression, orientation, or past sexual history by College staff or investigators.

We understand the concern about being 'outed' to peers and staff when reporting an incident. Your information will remain confidential and will only be shared with those directly involved in handling your report. You will be informed of any individuals who need to know about your disclosure, such as the Assistant Principal investigating the complaint.

Please be assured that we do not use non-disclosure agreements for students in these situations.

The College has a number of staff First Responders who are trained to handle disclosures relating to gender-based violence. They can offer guidance in regards to what support is available and also advise on reporting to the police or steps to have forensic evidence taken. A First Responder can be contacted through our Report+Support platform. Our Student Association, GCCSA, has trained representatives who will promote Sexual Violence Awareness to students across the College. The students are also trained in what support services are available and how best to signpost people to these services.

First Responder and peer support will be monitored through our Health, Safety and Safeguarding Committee with refresher training and networking meetings for staff and students involved. These sessions will enable progress and effectiveness of the initiatives to be reviewed and altered accordingly. Disclosure numbers will also be recorded to monitor if the scheme is utilised. The College also has a GBV Action Plan which will support the operationalisation of this policy.



It will be reviewed annually and will be monitored by the Equality and Diversity Committee to ensure it is updated when required.

This guidance will be communicated to staff and students across our institutions through our VLE.

Anyone experiencing GBV at the College is encouraged to report it immediately to someone in the institution that they feel comfortable with who can support them.

The [Report+Support](#) tool allows an individual to report an incident in person or anonymised. An individual can report in person to a Safeguarding Officer or First Responder. Any disclosures will be treated as confidential unless permission is given by the individual concerned. Exceptions to this would be made only if the First Responder was aware that the individual was at risk of harm to themselves or others. Individuals can also contact the police for assistance should they wish to do so.

The College's formal complaints procedure can be used to raise a complaint regarding GBV. Depending on individual cases, follow-up action may then be taken through the Code of Student Conduct or Dignity at Work or Disciplinary policies.

- Student Information & Welfare, Learning Inclusion or GCCSA staff can also help students with this process.
- A group of trained College and GCCSA staff are trained as First Responders and can provide non-judgemental listening support and offer guidance on next steps, should you wish.
- Our counselling service provides an option for support and signposting to victim/survivors.
- The College offer staff access to a free confidential support service with trained counsellors and advisers through MCL Medics.
- Student Information and Wellbeing staff may act as a first point of contact following an incident and can provide guidance on next steps and supporting your wellbeing.



## External Support & Resources

- [Rape Crisis Scotland](#)
- [Women's Aid](#)
- [Amina – The Muslim Women's Resource Centre \(mwrc.org.uk\)](http://mwrc.org.uk)
- [Victim Support Scotland](#)
- [Men's Advice Line](#)
- [Galop \(LGBT+ anti-violence charity\)](#)
- [National Domestic Abuse Helpline](#)

For more information and resources, please visit our GBV Support section on the [Report+Support](#) page.

Glasgow Clyde College is committed to creating a safe and supportive environment for all students and staff. Your safety and well-being are our priority.