

HEI Progress on Implementation of the Framework for Promoting Consent and Preventing Sexual Violence

Framework Outcome	Progress Status ¹	Comments
A. Institutional Culture		
<i>A member of HEI senior management team will have responsibility for the implementation of the Framework.</i>		Completed. The Vice President for Equality and Diversity has chaired a working group on these matters since January 2019. This working group is now focused on Consent Framework implementation since Sept 2019.
<i>HEIs will establish an Institutional Working Group to coordinate Framework implementation. This will be comprised of key stakeholders including academics, support services, administration, and students' unions, and will ensure due regard to balanced representation, in particular representation of groups at particular risk of experiencing sexual violence and harassment; women, those with disabilities, ethnic minorities and LGBT+.</i>		As above. The membership of the Consent Framework Implementation Working Group will be reviewed at our first meeting in the new academic year to confirm appropriate representation from all relevant groups mentioned.
<i>Liaison and partnership with external specialist agencies to ensure effective engagement with external structures.</i>		The Director of the Galway Rape Crisis Centre (GRCC) has been a member of our working group since its inception. GRCC colleagues also feed into our training programmes development from both a student and staff training perspective. We are awaiting uptake of membership from our local Garda Liaison Officer.

¹ Please colour code as follows: Red = no progress; Yellow = planned; Orange = in progress; Green = achieved

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B. Institutional Processes: Recording		
<i>HEIs will create an easy to use system for students and staff to disclose and report incidents, which would be reflected in a high level of awareness and understanding among both students and staff.</i>		NUI Galway is a member of the consortium led by PCHEI planning the 2020-21 roll out of the national 'Report and Support' anonymous online reporting tool, supported by the Department of Education & Skills Consent Framework funding scheme.
<i>The reporting system is compatible with complainant/survivor rights, cognisant of the needs of vulnerable groups, and has the confidence of the higher education community.</i>		As above
<i>Institutions shall record statistics on harassment, assault, and rape and report them in the context of their strategic dialogue with the HEA.</i>		
C. Institutional Processes: Policy		
<i>Dedicated policies of breadth and depth consistent with the Framework aims.</i>		Policies on Harassment and Sexual Harassment are in place for both staff and students. Staff and Student Codes of Conduct are also in place. However work to revise and update the Staff Code of Conduct to align with the Consent Framework has commenced. A policy on consensual relationships is also currently under development

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		led by colleagues in HR with the input and oversight of the Consent Framework Implementation Working Group (the Working Group).
<p><i>Policies are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.</i></p>		All NUI Galway policies undergo review on a 7 year cycle. As the Report and Support Tool is being developed and rolled out the required links/lines of responsibility/response mechanisms and institutional reporting requirements will be built into the tool and/or alignment with relevant policy, reporting mechanism, HR process, support and disciplinary process will be ensured by the Working Group.
<p><i>Policies include guidelines for addressing student complaints, including transparency for all involved.</i></p>		Student complaint mechanisms already exist and a flow chart was developed under the auspices of the Working Group last year to assist greater transparency and ease of access to the relevant complaints processes. However these will be strengthened with the implementation of the Report and Support Tool.
<p><i>Policy implementation is supported by compiling relevant information, leadership of high level HEI officer, and through the appropriate</i></p>		In place. There are regular reports and briefings to both

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<p><i>structures, an annual report on institutional initiatives and data to the Governing Authority.</i></p>		<p>Údarás na hOllscoile and the Equality, Diversity and Inclusion (EDIC) sub-committee of Údarás na hOllscoile on the Consent Framework as part of the regular quarterly reports from the Vice President ED to both EDIC and Údarás na hOllscoile</p>
<p>D. Targeted Initiatives</p>		
<p><i>HEIs will provide direct student-facing activities including workshop/classes that promote an understanding of consent; student understanding and skills for speaking up and calling out unacceptable behaviour.</i></p>		<p>Active*Consent workshops have been provided to students using different strategies for several years (through student accommodation, within academic modules, as part of extracurricular programmes). From 2020-21, this is an integral component of college-based orientation programmes offered to all First Year students. Engagement will be actively encouraged, attendance will be monitored for uptake, and remedial opportunities provided where required.</p> <p>The additional components of the Active*Consent programme will also be supported. This will ensure that positive, active consent and programming on sexual violence, harassment,</p>

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		<p>supports and services will be a feature of the First Year experience in 2020-21, incorporating active bystander programming. We will engage other students beyond First Year during the academic year or over a longer time frame, involving the university Teaching and Learning Committee to identify effective strategies for academic programmes to incorporate consent education.</p>
<p><i>Ongoing messaging to disseminate information consistent with the Framework aims for cultural change and awareness.</i></p>		<p>The Active*Consent programme supported by the university includes an information campaign that will be rolled out for students and staff in 2020-21.</p>
<p><i>HEIs will create and implement an education plan to ensure all staff and relevant students have at least a minimal agreed understanding and capacity to support students; create and implement a training plan for staff and students who contribute to initiatives and services.</i></p>		<p>NUI Galway is designing innovative staff awareness and training interventions in relation to consent, sexual violence, and harassment. This will also engage student leaders through the Students' Union.</p> <p>As part of the North- West cluster DES Consent Framework grant, we will be sharing our learning with GMIT, IT Sligo, and Letterkenny IT.</p>

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<p><i>HEIs will create and implement a system for measuring effectiveness of initiatives.</i></p>		<p>The Active*Consent programme has included a pre/post workshop evaluation since its inception. This system of evaluation will be adapted due to the online nature of the delivery of programming in 2020-21 because of Covid-19. Students have also taken part in university wide surveys to assess effectiveness and impact, along with focus groups and interviews for students and staff.</p>
<p><i>HEIs will provide accessible, trauma-informed services; for supporting student disclosure, reporting and complaints, and for counselling and advocacy.</i></p>		<p>NUI Galway Counselling services are planning how to respond to the needs of students through the increased funding made available through HEA for mental health services.</p>