

20.9.18

email to all staff

## Gender Based Violence

Dear Colleagues,

You will know that the RCS is committed to lead the way in challenging and eliminating inappropriate behaviour within the performing arts sector through the management, education, and support of its staff, students, audience and alumni.

Specifically we have redrafted the Dignity at Work and Study Policy to make it more robust with the addition of the following sections:

- Code of Professionalism and Conduct (based on the General Teaching Council for Scotland guidance)
- A statement on Gender Based Violence
- A Safe Space statement (a “Rules of the Room” statement)

A copy of the revised Dignity at Work and Study Policy was circulated recently.

You may have seen in the media that Gender Based Violence has been the focus of a Scottish Government Initiative.

The Scottish Government is funding this initiative and has worked with a range of partners to develop a new resource to support all staff in Higher and Further education across Scotland.

The resource takes the form of a card, the size of a credit card, to be worn by staff on ID lanyards or carried in purses and wallets. It is to be used by staff if you receive a disclosure of gender based violence (GBV). This can be from a student or a staff member. The idea is that the card is handed by the staff member to the individual who needs support at the time of the disclosure. The card lists the national and specialist support services for GBV in addition to customised RCS information.

The HR Department will be distributing the card to all staff shortly.

Two copies of the card are embedded within a short, A5 leaflet that puts them into context, explains their purpose, and provides 6 steps to guide a conversation for someone who receives a disclosure of GBV. This guidance is adapted from the Equally Safe Toolkit.



The cards are not intended as a substitute for any RCS policies or the RCS Counsellor, but are designed by the Scottish Government to assist if you are in receipt of a disclosure.

If you receive a disclosure of gender based violence from a student, or colleague, please give them the card and refer them to the Counsellor or the HR Department.

Additional cards are available from the HR Department.

Regards,

Jackie

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