

Policy Briefing: The Union should provide Good Night Out training and accreditation to Union Bars staff alongside Active Bystander training.

Date: November 2023

Audience: Welfare and Community Zone

What is the current situation at UCL related to this proposal?

Sexual violence is a pressing issue across universities in the UK. Data from the Office for National Statistics (ONS) shows that between 2018 and 2020, students were more than three times as likely as the general population to have experienced incidents of sexual assault, with female, disabled, and LGBTQ+ students being disproportionately targeted.¹

Sexual misconduct is also a key issue at UCL, with numerous reports against students and staff being received via Report and Support. According to the 2021-2022 Report & Support annual report, sexual misconduct reports are most frequent amongst undergraduate students and represent one of the top three most reported issues.²

Within the UCL context, the Students' Union bars are a social hub for many students. Unfortunately, however, data shows that harassment is a common occurrence in bars and nightclubs. For example, a YouGov survey found that 72% of people between 18-24, have experienced some form of sexual harassment, including unwanted touching and groping, in clubs and bars.³

Currently, all student staff who work in the bars are encouraged to attend Active Bystander training. Generally, the Active Bystander Programme focuses on addressing issues relating to harassment and misconduct, particularly in social and campus environments. The training provided to bars staff also includes bespoke scenarios that are relevant to their role and allows them the opportunity to discuss how they may approach different scenarios. However, this training does not provide best practice examples, nor does it offer nationally recognised accreditation.

It may therefore be prudent for Students' Union UCL to provide 'Good Night Out training' for their staff alongside Active Bystander training.⁴

What is 'Good Night Out' and what does it offer?

'Good Night Out' is an organisation that works with venues, bars, pubs, clubs, etc. to advocate for safer nightlife. It does so through educating and supporting people in better understanding and responding to sexual violence "through an accreditation programme,

¹ <https://commonslibrary.parliament.uk/research-briefings/cbp-9438/>

² <https://www.everyonesinvited.uk/schools-list-2022>

³ https://www.london.gov.uk/sites/default/files/wnsc_toolkit_final.pdf

⁴ <https://www.goodnightoutcampaign.org/info/>

specialist training, policy consultancy, and public campaigns.”⁵ In partnership with the NUS, the training program has been in operation since 2014, aiming to tackle the widespread issue of sexual harassment within student communities throughout the UK.

According to Good Night Out, 93% of bar staff, security personnel, and supervisors expressed a strong sense of knowledge and skill acquisition after doing the training. Also, all participants affirmed that the workshop was pertinent to their respective roles. This underscores the dual advantage of the program: not only does it reassure students that Students’ Union bar staff are well-equipped to handle incidents, but it also ensures that those working in union venues, such as bar staff and others, feel more confident and capable in managing challenging situations without being overwhelmed.

What would change if the policy was successful?

The SU would ensure that all bar staff attend the Good Night Out training and they would aim to achieve Good Night Out accreditation.

Training (2.5 hours) can be completed either face-to-face or online, and covers topics like:

- What is sexual harassment and assault?
- Debunking myths
- Reporting
- Responses
- Understanding consent and the law
- LGBTQ+, disability, racism, and harassment
- Best practice policy

Additionally, posters would be displayed to encourage reporting.

What is the relevant national / international context to this situation?

Several Unions across the UK have received ‘Good Nights Out’ accreditation, including:

- Leeds University Union
- Nottingham SU
- Oxford University LGBTQ+ Society
- Queen Mary, University of London Students’ Union
- Leeds University Union
- Nottingham SU
- St Cuthberts Society Bar, Durham University
- University of Leicester Students’ Union

⁵ Ibid.

- University of London, Goldsmiths
- University of Roehampton Students' Union
- University of Salford Students Union
- University of Southampton Students' Union
- University of Southampton Students' Union
- University of Warwick Students' Union

Are there any legal implications to this policy proposal?

N/A

Does this relate to any existing SU policy?

N/A

Are there any financial, resource or stakeholder / public relations issues with this policy proposal?

Training all current bar staff would cost £4360. There may be additional costs for paying the student staff for their time attending the training. This has not been budgeted for the current academic year.

Are there any sustainability implications to this item for discussion?

N/A

Are there any equity and inclusion implications to this item for discussion?

If implemented, this policy would be very important in creating a safe space for students already or planning to engage in sex work.

What would the next steps be if the proposal passed?

The SU commercial team would liaise with the Good Night Out campaign to organise training for all bar staff, and