



# Consent + EDI Training

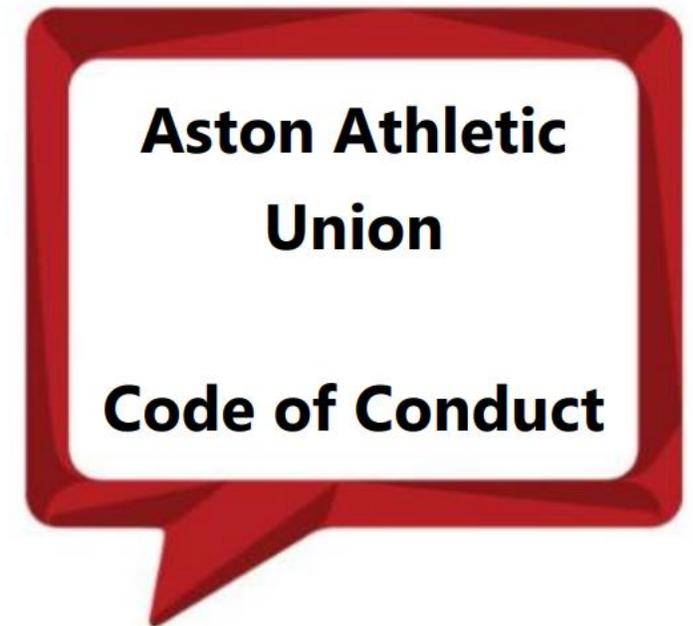
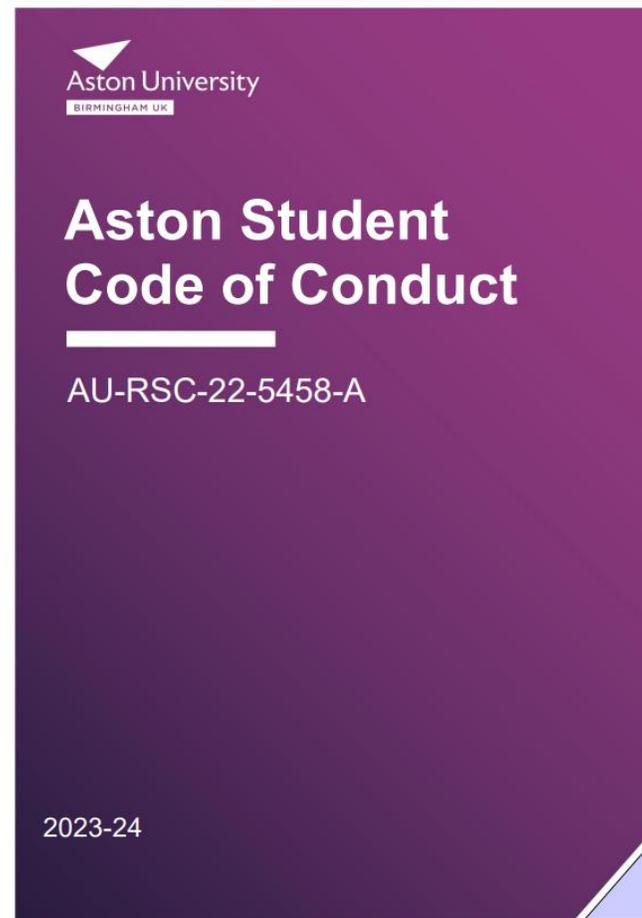
Warning this training contains references to topics such as sexual harassment and sexual violence that some may find triggering or upsetting.



# Important Information

- 1. Warning this training contains references to topics such as sexual harassment and sexual violence that some may find triggering or upsetting.**
- 2. Feel free to leave if at any time you feel uncomfortable or find any of the content upsetting.**
- 3. If you think something sexual happened to you without your consent, or you're not sure contact Rape Crisis for specialist advice and support. Freephone 08085002222**
- 4. There is mandatory Consent Training on Blackboard that all committee members must complete. Deadline is 13<sup>th</sup> October 2023. Failure to do this will result in suspended committee role.**

# Important Documents



# What is Consent?

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# CONSENT



**F**reely Given  
**R**eversible  
**I**nformed  
**E**nthusiastic  
**S**pecific



# What affects consent?

Any kind of sexual contact needs to be consensual.  
These things can affect someone's ability to consent.



## Age

In the UK, the legal age of consent for any sexual contact is 16, which means nobody under this age can legally agree to sex.



## Alcohol/drugs

Someone can't legally consent to sex if they've had alcohol or drugs. This is because these affect someone's ability to make decisions.



## Pressure

Consent to sex needs to be given without feeling pressured or threatened. If a "yes" is given under pressure, it's not consent.



## Understanding

Someone needs to understand what they're agreeing to, including the type of sex and what could happen if they do have sex.

# Things can go seriously wrong



UK News

## St Andrews University: Three students thrown out and 20 others disciplined for alleged sexual misconduct

Three students have been expelled – and 20 others disciplined – for breaching sexual misconduct rules at the University of St Andrews in the last five years.

By Gary Flockhart

Published 21st Oct 2020, 12:30 BST



About CPS

Crime info

Victims

## Cardiff University student jailed for rape

20 June 2023 | News, Sexual offences

A Cardiff student, who carried a drunk woman back to his accommodation after a night out, has been jailed.

News > UK > Home News

## University students expelled after gang rape probe

Student, 19, allegedly repeatedly attacked by international athlete

Chiara Giordano • Thursday 04 November 2021 16:19



NEWS POLITICS FOOTBALL CELEBS TV CHOICE ROYALS

## EXCLUSIVE: University sex attacks reported 'every 12 hours' with 2,000 abuse claims in 3 years

A Sunday People survey found there had been 2,000 abuse claims in three years – almost two a day – and some universities stopped victims from speaking out by making them sign non-disclosure papers

By John Siddle

18:13, 18 Jun 2022



A female university student reports being raped or sexually assaulted every 12 hours, new figures suggest.

A Sunday People survey found there had been 2,000 abuse claims in three years – almost two a day.

In the vast majority of cases, male students are the prime suspects.

## The UK's 'Maddest Fresher' Gets Three Years In Prison For Sexual Assault

Felix Beck, a former student at Edinburgh University, tried to use BDSM as an alibi and sex addiction as a defence...

By Sophie Wilkinson | Posted On 18 01 2019

# Leading by Example

## 1. Keep your hands to yourself and respect other people's personal space.

Although pubs and clubs can be packed, it's pretty easy not to grope someone.



## 2. Don't be tempted to spike someone's drink.

This could lead to them not being conscious enough to make autonomous decisions for themselves. It's a criminal offence, no matter the intent. Spiking also includes giving someone more alcohol than they are aware of (e.g. a double shot).



- Everyone's Invited <https://www.instagram.com/everyonesinvited/>
- Teach Us Consent <https://www.instagram.com/teachusconsent/?hl=en-gb>

### 3. Keep your opinions about other people's outfits to yourself.

It would be terrible to degrade or sexually harass someone because of what they are wearing.

TEACH US  
CONSENT



### 4. If you see someone walking along the street, refrain from cat-calling them.

We all deserve to feel safe and respected on a night out.

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CONSENT



- Everyone's Invited <https://www.instagram.com/everyonesinvited/>
- Teach Us Consent <https://www.instagram.com/teachusconsent/?hl=en-gb>

5. If someone looks uncomfortable or disinterested in you, take the hint.

Leave them be and carry on with the rest of your night. Pursuing someone who isn't keen isn't fun for anyone.

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CONSENT



6. If your friend is making someone else uncomfortable, tell them to stop.

It doesn't have to be confrontational - a simple and knowing, "dude what are you doing," should do the trick. Then, consider moving to a different venue.

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CONSENT



- Everyone's Invited <https://www.instagram.com/everyonesinvited/>
- Teach Us Consent <https://www.instagram.com/teachusconsent/?hl=en-gb>

# Looking out for others - In Theory



When you see a problem situation...

**Distract**  
Approach the victim with a reason for them to leave the situation – tell them they need to take a call, or you need to speak to them; any excuse to get them away to safety.

**Direct action**  
Call out negative behaviour, tell the person to stop or ask the victim if they are OK. Do this as a group if you can.

**Delay**  
Wait for the situation to pass then ask the victim if they are OK. Or report it later when it's safe to do so – it's never too late to act.

**Delegate**  
Tell someone with the authority to deal with the situation, or call for help.

**Step up  
Step in  
Be safe**

**BREAK/NG THE SILENCE**  
CAMBRIDGE SPEAKS OUT AGAINST SEXUAL MISCONDUCT

**UNIVERSITY OF  
CAMBRIDGE**

A hand holding a white sign with the text 'Step up Step in Be safe' in bold, colorful letters. The sign is held against a dark background with colorful geometric patterns.

# Looking out for others - In Practice



# Equity + Diversity + Inclusion = Belonging



Source: Krys Burnette, "Belonging: A Conversation about Equity, Diversity and Inclusion," Jan. 21, 2019

# How to be a greeter not a gatekeeper



- Welcome people into your world and get feedback
- Organising events to make all students feel welcome regardless of race, gender, sexuality, disability whether disclosed or not
- Increasing membership outside of traditional recruitment and timeframes
- Revolving roles in the group: creating inclusive, engaging, participant-led learning activities
- Identify barriers and obstacles that may prevent members from joining try to reduce at least one of them
- Have a designated EDI Champion
- If for whatever reason you can't increase diversity in the membership group collaborate with other clubs and societies – invite them to events and showcases – for example sports clubs and art society perhaps one year they can design kits etc –
- Consider the effect of non-drinking events and how it creates a more inclusive environment for others.

# Why EDI & Belonging are important



New photo shows Luis Rubiales lifting World Cup star Athenea del Castillo on his shoulders as the Spanish FA chief faces calls to resign over kiss-gate scandal | Daily Mail...

[Visit >](#)

WIF (Women In Football) points out that only six women are among the 140 members/delegates in the Spanish football federation (RFEF).

## Questions

1. Why do you think there are so few women members?
2. If there were more women members/delegates would these incidents still happened...?

# Why EDI & Belonging are important



## Oxford Brookes gang rape claim led to students' expulsion

🕒 3 November 2021

### Dozens of Surrey University students banned from sports teams amid accusations of sexual harassment

By Camilla Turner, EDUCATION EDITOR, Chay Quinn and Bethany Dawson  
26 September 2019 - 9:00pm



Three students were banned from attending their graduation ceremonies

More than 50 Surrey University students have been banned from sports teams amid accusations of sexual harassment on a tour of *Qeios*

🕒 This article is more than 5 years old

### Exeter University expels students over racism row

University launched investigation after allegations of racism, sexism and homophobia



There have been widespread calls to tackle racism at universities across the UK. Photograph: Richard Sowersby/Rex/Shutterstock

Several students at the University of Exeter have been expelled following allegations of racism, sexism and homophobia, amid growing anger over discrimination on higher education campuses.

The students were sanctioned over a series of comments made on a WhatsApp group, including racial epithets and messages such as: "If you ain't English, go home," "bomb the mosques" and "we need a race war", according to screengrabs posted online by a fellow student, Arsalan Motavali.

### Students expelled after 'encouraging slavery, gang rape and racism in Whatsapp group'

🗨 Comment

Tanveer Mann  
Wednesday 2 May 2018 10:18 am

Share WhatsApp Twitter Messenger Email Print

1 SH



Vklop8ZsEjOraACpZK08fvdFR...



### Students involved in racist BLS group chat now suspended pending 'major investigation'

People are calling for them to be expelled but the decision is yet to be announced

5 YEARS AGO

Martyna Zurek | News  
EXETER

Members of the racist 'Dodgy Blokes Soc' group chat have been suspended while the university and Student Guild continue major investigation into the allegations.

The students have been removed from the Bracton Law Society, the police have been informed, and one member has even had his [grad scheme offer revoked](#).

The Tab Exeter is working non-stop to investigate the outcome of this incident and updates will continue. [We have since exclusively named and pictured all five members.](#)

This is a full statement from University of Exeter:

News > Education > Education News

### Student officer suspended after photos of offensive T-shirts at social were published

Photos reveal a group from a student society with slogans mocking murder and sexual assault

Eleanor Busby Education Correspondent • Monday 19 November 2018 23:29 • Comments

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UK > UK politics Education Media Society Law Scotland Wales Northern Ireland

UK news

🕒 This article is more than 3 years old

### University of Derby suspends students over offensive group chat

Men on police course among those accused of making degrading online comments about female peers

David Batty

Sun 19 Apr 2020 16:10 BST

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The students allegedly involved in the exchange have been suspended pending the outcome of an investigation. Photograph: Alamy

The University of Derby has suspended six male students, including two special constables, over "degrading and offensive" comments allegedly made about their female peers in an online group chat.

The men are accused of being part of a group in which crude sexual remarks, including a rape joke, about several female students were exchanged. The university has launched an investigation into the conduct of the students, five of whom are on a policing course and the sixth is studying business.

It took action after screenshots were posted online that purportedly showed

# Reporting – Serious Issues



**Report**

Reporting takes a few minutes.

Reports are confidential and only passed onto relevant staff on a strictly need-to-know basis.

The banner features a light grey background with two circular images of university buildings. On the left, a purple circle contains a refresh icon, and another purple circle contains a laptop icon. On the right, a purple circle contains a smartphone icon, and another purple circle contains an '@' symbol. The word 'Report' is centered in a large, bold, black font.

There are two ways you can tell us what happened

[Report with contact details](#)

or

[Report anonymously](#)



## If In Doubt Ask For Help

- Independent from Aston University
- Free, Confidential, Impartial advice
- Non-judgemental and empowering approach

Location: Aston Students' Union

Email: [advice@aston.ac.uk](mailto:advice@aston.ac.uk)

Telephone: 0121 204 4848

Open: Weekdays 10am-4pm

Drop-in 10:30am-12:30pm



**Thank you**