



EmilyTest

Tackling Gender Based Violence in Education

The EmilyTest Gender-Based Violence Charter

for English Universities

**Pilot Information Pack
2024/25**



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Who is this Pilot Pack for?

The following information is for English and Welsh Universities who are interested in becoming a Pilot institution for EmilyTest's GBV Charter. It outlines what the Charter is and its aims; what the Pilot will involve and how to apply.

The EmilyTest GBV Charter

The first of its kind in the world, the EmilyTest GBV Charter is a framework which instils minimum standards in Gender-Based Violence (GBV) prevention, intervention, and support in Higher Education. Guided by EmilyTest's mission to ensure no one else ends up in Emily's shoes, the Charter is centred on asking the question; ***'would your institution pass the Emily Test, would your institution have saved Emily's life?'***.

Based directly upon the failings in Emily Drouet's case and on testimony-led research undertaken in Institutions and organisations across Scotland, the Charter provides a 'toolbox' alongside

guided coaching for universities to effectively prevent, intervene and respond to GBV in line with best practice.

Charter Creation

The Charter was created between March 2020 and March 2021 after extensive research and co-creation across Scotland and the United Kingdom (UK) with hundreds of students, graduates, further education (FE) and higher education (HE) staff, GBV and Violence Against Women and Girls (VAWG) professionals and third sector professionals working with 'marginalised' groups such as ethnic minority women, disabled students, and LGBTQIA* youth.

The Charter has been continually evaluated since its creation, ensuring that the Charter is receptive to the changing needs of the Higher Education sector. The Charter is regularly developed in tandem with national policy, such as the Equally Safe Strategy (Scotland) and incoming OfS regulations, to ensure that the EmilyTest vision of eradicating GBV in the Higher Education sector is realised.

Charter Framework

The Charter is guided by five key principles and is split into two separate yet supporting tiers of 'Minimum Standards' and 'Excellence'. This ensures that GBV prevention, intervention and support is ingrained throughout the whole University while also promoting, and celebrating, institutional ingenuity in tackling gender-based violence on campus.

THE CHARTER PRINCIPLES



1

OPEN & LEARNING

EDUCATED & EMPOWERED

2



3

COMPREHENSIVE & CONNECTED

EQUAL & INCLUSIVE

4



5

SAFE & EFFECTIVE

Open & Learning

Open & Learning refers to Universities having an open, 'it happens here' stance and acknowledging their duties of care towards staff and students in relation to GBV.

Institutions should embrace 'Open and Learning' by striving to understand the challenges their Institution faces in implementing GBV prevention, intervention and support practices while seeing change as an opportunity for growth and improvement.

Educated & Empowered

Educated & Empowered refers to students and staff being equipped with the knowledge, training and tools to recognise and take action around GBV, with students knowing how to seek help and staff feeling confident and supported to give it. Through the implementation of appropriate training and tools, this principle aims to embed a culture of 'coming forward', whereby students and staff have the freedom to speak about their own experiences of GBV and receive informed responses.

Comprehensive & Connected

This Principle refers to having holistic understandings of, and approaches towards, GBV. This means the University community coming together as a whole to tackle GBV & having Institution-wide systems where possible to deal with GBV.

Equal & Inclusive

This principle refers to Institutions' implementation of GBV prevention, intervention and support practices being centred on inclusion of all and equality of access. We must understand that instances of GBV, and their responses, are shaped by intersecting social characteristics and identity, including age, gender, race, sexuality, disability, English language abilities, religion, socioeconomic status, visa status, and occupation. Institutions should actively engage with their student and staff demographics to understand their diverse needs and inform their Institutions implementation of GBV-related services. Additionally, Equal and Inclusive embeds the importance of a diversity of choice being available in relation to reporting, and range of

trauma-informed and victim-centered options for victim/survivors.

Safe & Effective

Safe & Effective refers to GBV prevention, intervention and support being driven towards safety and effectiveness. Individual and community safety is the Institutional priority, whereby Institutions must occupy a preventative role instead of solely a response role. Responses and interventions to GBV should be timely and driven by risk-assessment approaches to ensure the gap between policy and policy implementation is closed. Safe & Effective also refers to those experiencing GBV to be supported to continue their studies, while additionally ensuring that staff responding to GBV are properly supported.

Minimum Standards

To achieve the EmilyTest Charter Award, institutions must implement Minimum Standards in relation to each principle. Drawing on failures and learnings from Emily's case, student and staff needs, and existing GBV work such as Scotland's Equally Safe strategy, we lay out critical action areas and steps for Institutions to take in order to achieve all 47 Minimum Standards.

The five Principles, and the Minimum Standards pertaining to them, must be achieved before progressing onto the excellence framework. This ensures Institutions can confidently answer the question, 'would you have saved Emily's life?'.

Excellence

The Charter's Excellence tier recognises Universities going above and beyond in their GBV work, moving beyond Minimum Standards.

Excellence celebrates innovation and best practice through centring the question, ***'How could your Institution have helped Emily not just survive, but thrive?'***.

The GBV Charter Pilot

Following great success in Scottish Universities and Colleges, the EmilyTest GBV Charter is now expanding into the English and Welsh Higher Education Sector. EmilyTest is undertaking a Pilot to ensure the Charter closely aligns with the English and Welsh model of Higher Education before national roll-out.

What will the Pilot involve?

Institutions selected to be part of the Pilot will work closely with EmilyTest's GBV Charter Officer and Researcher over a period of 6 months from late 2024 until Summer 2025.

The Pilot primarily aims to adapt the Charter to the English & Welsh Higher Education System through;

- Testing the practical implementation of the Charter within the selected Pilot Institutions and the broader English & Welsh Higher Education setting

- Identifying what specific barriers, challenges and opportunities exist within the English & Welsh Higher Education System for Charter implementation

To do so, the 6-month Pilot will consist of;

- Regular meetings with the GBV Charter Manager and relevant contacts in your institution
- Mapping out how the Charter's Minimum Standards will be implemented in your institution, and its specific institutional systems and departments
- Identifying how your institution will embed a whole-institution approach to GBV prevention, intervention and support
- Setting up the foundations required to introduce the Charter into your institution (such as GBV Working Group, partnership working)
- Identifying how existing GBV policies, practices and procedures in your institution integrate into the Charter's Framework
- Upon completion of the Pilot, EmilyTest will provide a report which presents the Pilots findings from your institution's engagement with the Charter. This Pilot Institution report will help inform the national roll-out of the charter.

What are the benefits for Pilot Institutions?

By taking part in the Pilot for the EmilyTest GBV Charter in England and Wales, your institution will become one of the **leading figures** in the English and Welsh Higher Education sector for **ground-breaking** Gender-Based Violence prevention, intervention and support policies, procedures and practices.

By taking part, your institution will benefit through;

- Being the first adopters of the GBV Charter in England and Wales
- Being in a well-informed position to work towards OfS regulations through receiving tailored, one-to-one support from EmilyTest
- Demonstrating that your institution values and prioritises student safety in relation to GBV, which outwardly exhibits to current and prospective students your Institutions approach to wellbeing
- Being at the forefront of sector-wide change

- Being in an advanced position to take the Emily Test and thereby be one of the first within England and Wales to achieve Charter status

Application Process

What are we looking for?

EmilyTest is looking for a range of Universities to take part in the GBV Charter Pilot for England and Wales. We are committed to working with a range of Institutions to ensure the Charter is developed with as broad a lens as possible to reflect the diverse terrain of the English and Welsh Higher Education Sector.

Therefore, we welcome applications from all Universities in England and Wales, including digital and specialist Institutions.

Pilot Selection Process

The GBV Charter Manager for England and Wales alongside the broader EmilyTest team will assess and select the applicant Institutions for Pilot status. The number of Institutions taken on board for the Pilot will be determined by demand.

Applications will be assessed by examining;

- An institution's openness to identifying both the challenges and progress they have encountered in starting and/or implementing effective GBV prevention, intervention, and support

- The unique features of an institution that the Charter would benefit from being tested with. Ideas for this include: levels of GBV expertise (lots or none!), educational focus, student and/or staff demographics
- The geographical makeup of Institutions to ensure a rural and urban spread is achieved
- That a diverse representation of Institutions is achieved (e.g. Russell Group; Post-1992; Plate Glass Universities etc.)
- Institutions who can clearly identify what department (e.g. EDI; Student Support) will be responsible for this work
- Institutions which are able to assign resources (e.g. staff) to meaningfully contribute to the Pilot phase
- A clear 'buy-in' from the applying institution's Senior Management

How to Apply

If your institution is interested in applying, please visit our website.

To enable the selection process, the application form includes questions reflecting the criteria of the selection process. Please keep responses to each question under 400 words.

To ensure senior leadership buy in and resource dedication, the application form also requires a commitment statement from the Principal of your Institution.

Successful Institutions will be notified of the outcome of their application via email. EmilyTest will also announce the chosen Institutions on social media, their website, and to key stakeholders, so it is worth bearing in mind that the Pilot will be public-facing. However, this would only involve the name of the Institutions being announced.

Institutions that have not been chosen will also be informed of this decision. Upon completion of the Pilot, unsuccessful institutions will be prioritised during application stages for the national roll-out of the GBV Charter if the institution wishes to partake.

Unsuccessful Institutions will be added to our mailing list to keep up-to-date on EmilyTest progress, and critically, when application periods will open.

Contact Us

We hope the EmilyTest GBV Charter Webinar and this information pack has provided all the detail you require. However, if you do have any questions, please don't hesitate to get in touch with our Charter team at charter@emilytest.org