

1. POLICY TITLE: ENDING VIOLENCE AGAINST WOMEN AND GIRLS AND ADVANCING WOMEN'S EMPOWERMENT

2. PURPOSE

This policy operationalises the Students' Union's stance on ending violence against women and girls (VAWG) and advancing women's empowerment. It sets out clear commitments and actions to ensure this stance is embedded across the Union's advocacy, representation, campaigning, and internal practices.

The purpose of this policy is to ensure that the Students' Union actively contributes to the prevention of gender-based violence, the promotion of women's empowerment, and the creation of safe, inclusive, and equitable student environments.

3. DEFINITIONS

Violence Against Women and Girls (VAWG):

Any act of gender-based violence that results in, or is likely to result in, physical, sexual, psychological, or economic harm or suffering to women and girls, including but not limited to domestic abuse, sexual violence, coercive control, harassment, and femicide.

Misogyny:

Prejudice, contempt, or discrimination against women and girls.

Women's Empowerment:

The process of increasing women's agency, participation, representation, and access to opportunities, enabling full and equal participation in education and society.

4. POLICY PRINCIPLES / COMMITMENTS

- A zero-tolerance approach to violence against women and girls, sexism, misogyny, and gender-based discrimination
- Recognising VAWG as a systemic issue requiring cultural, institutional, and societal change
- Promoting women's empowerment as central to equality, safety, and inclusion
- Ensuring that all students can access education free from fear, discrimination, or harm
- Embedding survivor-centred and trauma-informed principles in all relevant Union activity
- Supporting inclusive participation and leadership opportunities for women and girls in student life.

5. OBJECTIVES

- Contribute to the prevention of violence against women and girls within the student community.
- Promote awareness, education, and cultural change around gender-based violence and misogyny.

- Improve institutional responses to gender-based violence affecting students.
- Strengthen the empowerment, visibility, and representation of women and girls in student leadership and engagement.
- Ensure the Students' Union actively challenges harmful attitudes, behaviours, and structures.

6. ACTIONS

- Deliver and support awareness campaigns on consent, healthy relationships, misogyny, and gender-based violence.
- Advocate for improved university reporting mechanisms and survivor support services.
- Work with elected officers to ensure VAWG and empowerment issues are prioritised in annual plans and campaigns.
- Provide training and guidance for officers and relevant staff on gender-based violence awareness and response.
- Embed equality, safety, and empowerment considerations into Union events, services, and communications.
- Support initiatives that promote women's leadership, participation, and engagement in student life.
- Collaborate on relevant campaigns that challenge gender-based violence and promote equality.

7. ROLES & RESPONSIBILITIES

This policy is a shared responsibility at UUSU and shall be led by Student Executive as a collective.

8. PARTNERSHIP AND STAKEHOLDERS

- Local and regional organisations working on domestic abuse, sexual violence, and women's rights.
- Statutory bodies and public sector agencies relevant to safeguarding and equality.
- Other Students' Unions and sector bodies for joint campaigns and best practice sharing.

9. MONITORING AND EVALUATION

- Ending Violence Against Women and Girls Working Group
- Student Executive
- Student Council

10. REPORTING AND TRANSPARENCY

- Updates on progress will be reported regularly to Student Council.
- Key activities and outcomes will be communicated transparently to the wider student body.

Proposer: Emily Roberts (On Behalf of Student Executive)

Secunder: Julian Kikers

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