

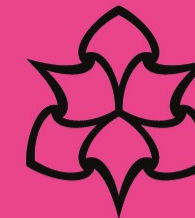
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Welcome

Teachers and Careers Advisers Conference

Supporting Future-Focused Ambition

Wednesday 22nd May 2024



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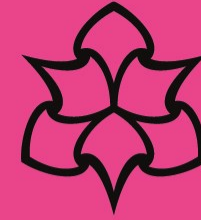
Supporting Harm Reduction Tackling Harassment and Sexual Misconduct

Dr Emma Young

Deputy Director Student Services (Health and Wellbeing)

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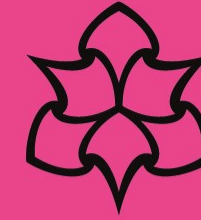
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Context

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Student Services @ Manchester Met



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Sport

Student Welfare,
Chaplaincy, Peer-
to-Peer &
Financial Support

Counselling,
Mental Health
and Wellbeing

Student
Engagement

Inclusion &
Disability Service

Academic &
Study Skills

Student Operations Team: Administration Services, Systems & Operations, Project & Planning, Communications & Marketing

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Governance of Issues

Harassment &
Sexual
Misconduct
Operations Group

Substance Use
Policy Group



OfS Compliance
Group

Mental Health
and Wellbeing
Strategy Board

PSLT



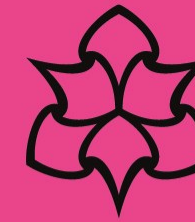
University Executive Group

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The HE Landscape

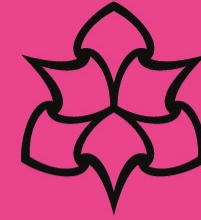
- OfS Statement of Expectations (2021)
- OfS Provider Survey results (2022) – 57% of the 68 providers had seen an increase in reports of HSM.
- OfS Consultation on Condition of Registration (2023)
- UUK Good Practice Guidance on Substance Use (TBC)
- Debates about University's 'Duty of Care'
- KCSiE – Ofsted (Degree App provision) and u18s



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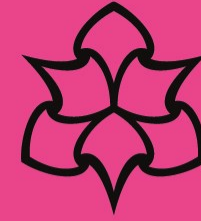
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Harm Reduction

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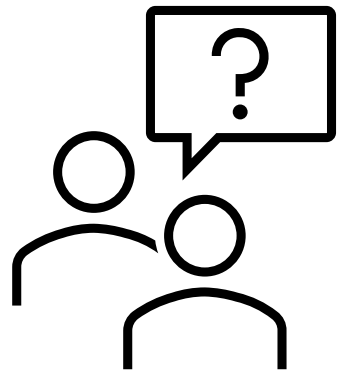
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What does “Harm Reduction” mean to you?



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What might this mean in relation to student alcohol and drug use?



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STUDENT SUBSTANCE USE HARM REDUCTION COMMITMENT

We recognise that some people may choose to use drugs and other substances during their time at university. While we do not condone drug or other substance use, we and our Students' Union are committed to providing a safe and healthy environment for all members of our community on or off campus.

We take the safety and wellbeing of our students and staff extremely seriously. We have adopted a harm reduction approach to educate students about the risks of drug and alcohol use. This approach encourages safe and confidential disclosure of concerns around substance use when seeking support. It also provides open and direct information to reduce the harmful risks of such use.

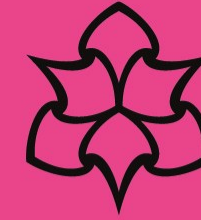
By providing this support and education, we emphasise making positive life choices and informed decisions. This commitment is underpinned by a framework for acceptable and responsible behaviour in both the university campus and the wider community. It also sets out the action that may be taken in the event of a breach of such behaviour.

THE PURPOSE OF OUR HARM REDUCTION APPROACH

The purpose of this approach is to:

- highlight the information and support that is available to students who are affected by substance use
- encourage students to seek support relating to their own or others' substance use
- educate students on the effects and adverse consequences of substance use
- discourage the use of harmful or illegal substances

Substance Use Policy Group



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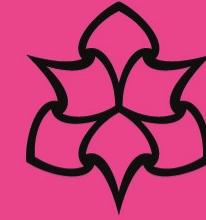
So, what have we done?

- [New Harm Reduction Commitment Statement](#) approved by UEG/PSLT in November 2023. and published on the University website.
- Signed up to the SOS Drug and Alcohol Impact Accreditation scheme, which will take up to two years to complete and implement best practice.
- Hosted an awareness raising event was held in the Business School on 30 November 2023, to mark the SOS National Drug and Alcohol Awareness week – 500 interactions.
- Almost 300 students filled out the SOS-UK Drug and Alcohol Awareness survey.
- Piloting a CGL partnership with the SU to provide confidential, non-judgemental, dedicated specialist support in the SU advice centre.

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Substance Use Policy Group



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So, what have we done cont. ...

- Reviewed key University policies to ensure they align with harm reduction
(e.g. removal of low-level drug fines in Halls)
- Developing new webpages to include MANDRAKE alerts.
- Student Associates recruited and engaged in the SOS-UK and Substance Use Policy Group (paid work) to provide peer support and enable students to be involved in co production of the approach.
- Staff training – SOS-UK provided training for 30 staff members, including 5 student Peer Guides, on the impact of Drugs and Alcohol, included a range of student-facing support staff and ‘Brief Intervention Conversation: Train the Trainer’.

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What does Harm Reduction messaging look like?

Drug Harm reduction

Stay well hydrated with non-alcoholic drinks

Set limit on amount used

Test drug before use

Use a test dose

Avoid when depressed or anxious

Regular sleep after use

Eat properly before and after

Don't mix drugs, including with alcohol

Take a break between using

Use in the presence of trusted friends

Don't be afraid of seeking help

Tips to moderate your drinking

Pick lower unit drinks

Drink pre-mixed cans

Avoid rounds

Avoid drinking due to emotions

Have food/snacks available

Leave your alcohol in the fridge/kitchen

Delay your start time

Buy the amount you intend to drink

Don't get tempted by special offers

Drink soft drinks in between

Avoid shots

Drink half pints/small glasses/singles

Be confident in saying "no"

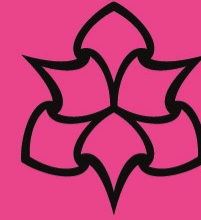
Have a pre-planned excuse

Plan activities that don't revolve around alcohol

Plan something for the next day

Have alcohol free days

Drink something that looks like alcohol if feeling pressure



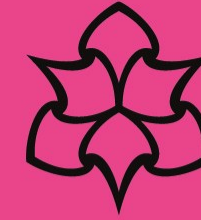
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Harassment and Sexual Misconduct

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HSM Operations Group



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So, what have we done?

- Expanded the categories on Report + Support with the aim of encouraging more reporting of incidents.
- Expanded the functionality of Report + Support to include a reporting channel for staff to report incidents and seek support from Respect Advisors or HR.
- Reviewed the existing suite of policies and procedures to ensure alignment with the OfS Expectations.
- Established a student advisory group within Student Services to co-create campaigns to tackle student harassment and sexual misconduct, including video content (now on website).
- Provided accredited training to all Officers within the Student Case Management team in trauma informed investigation techniques.

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HSM Operations Group

So, what have we done cont. ...

- Worked in partnership with an external provider, Tender, who are carrying out an audit of the University's policies and processes in relation to domestic abuse and sexual violence and providing staff and students with training.
- New training module for staff on responding to disclosures of all forms of harassment and sexual misconduct has been developed in partnership with Marshalls.



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'DISCLOSURE BY STUDENTS' ELEARNING WITH MANCHESTER MET CASE STUDY



Collaborating with Manchester Metropolitan University

Developing eLearning with MMU to meet OfS requirements.



Report + Support

Manchester Met is committed to providing a safe and supportive campus environment. Report it here if you experience any form of discrimination, hate incident or sexual violence.

This is not an emergency response system. If you are at immediate risk call 999. If it is not an emergency but you need support from campus security call 0161 247 2222 or use the [SafeZone App](#).

The banner features a dark blue background with white text and icons. On the left, there is a circular icon with a refresh symbol and another with an '@' symbol. On the right, there is a circular icon with a laptop and another with a mobile phone. The background also includes a photograph of a woman talking to a staff member at a desk and a group of students walking outdoors.

There are two ways you can tell us what happened

Report anonymously

or

Report and speak to an advisor

- This online platform allows students to report a wide range of incidents including hate crime, sexual assault or sexual harassment, and request support if they wish.
- They can choose to report anonymously, but when they share their details they will receive specialist support from our Student Welfare team.

Which of the following best describes the situation that your report relates to?

The definitions provided on this page are for illustrative purposes only and are not a definitive list, there is often overlap between definitions. If you have experienced anything that has made you feel uncomfortable you can report it, either anonymously or with contact details. You can also [visit the support pages](#) for information on definitions and the internal and external support services available.

- Bullying and Harassment
- Discrimination
- Domestic and Relationship Abuse
- Hate Crime and Hate Incidents
- Honour Based Violence and Forced Marriage
- Sexual Harassment
- Sexual Violence
- Spiking
- Other

Consent Matters Training

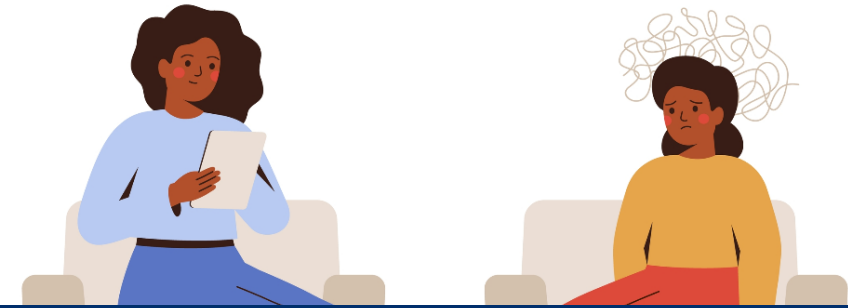
- Consent education is important in building healthy and respectful relationships
- We provide access to an online course called 'Consent Matters' which all new students are expected to complete as part of the enrolment process
- Aims to make it easier for students to understand boundaries and support friends
- It is accessed via the [Getting Ready to Learn](#) area on Moodle



Handling Disclosures Training

▼ SECTION 1: INTRODUCTION	
≡ Introduction	○
≡ Being a safe, supportive and inclusive community	○
▼ SECTION 2: DEFINITIONS: HARASSMENT, HATE CRIME AND HATE INCIDENTS, AND SEXUAL MISCONDUCT	
≡ What is harassment?	○
≡ What is hate crime?	○
≡ What is sexual misconduct?	○
▼ SECTION 3: WHAT SHOULD WE DO WHEN SOMEONE DISCLOSES?	
≡ Introduction	○
≡ Being approached by a student	✓
≡ Key Principles: Containing Conversations	○
≡ Reporting vs Making a Complaint	○
▼ SECTION 4: WHAT SUPPORT IS AVAILABLE	
≡ Support Services	○
≡ Scenario	○
≡ Looking after yourself	○
≡ Summary	○
🔍 Assessment	○

Key Principles: Containing Conversations



Talking to someone for the first time, and deciding to make a disclosure, no matter what it is about, can be incredibly difficult and can make a person feel very vulnerable. When you are approached by a student it is helpful to take a trauma-informed approach to the situation.

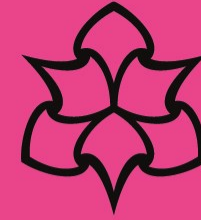
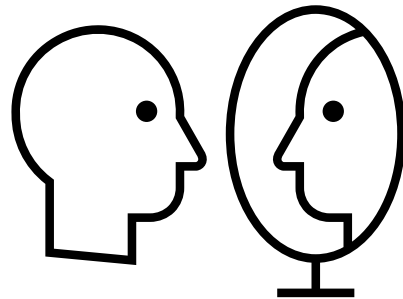
When we think of a trauma informed approach, this means understanding that if a person has chosen to disclose to you, it most likely means that they trust you and feel safe enough to speak to you.

You can help them further by:

- making them feel safe
- listening
- having your own boundaries
- putting them in contact with specialist trained staff at the University.

**Is this what you expect of a
University?**

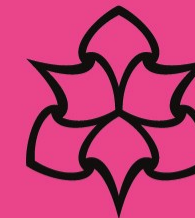
**How does this compare to the
approach of Schools and
Colleges?**



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Thank you for listening!

Any comments or questions?

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