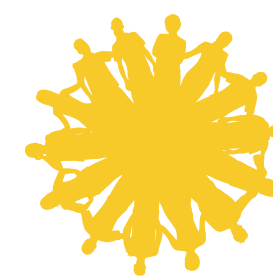


# Equally Safe Initiatives Infographic



equally safe  
at school

EQUALLY SAFE AT  
**WORK**



Equally Safe  
in practice

knowledge, skills, change

• Introduction

Initiatives

ESAS

ESAW

ESiP

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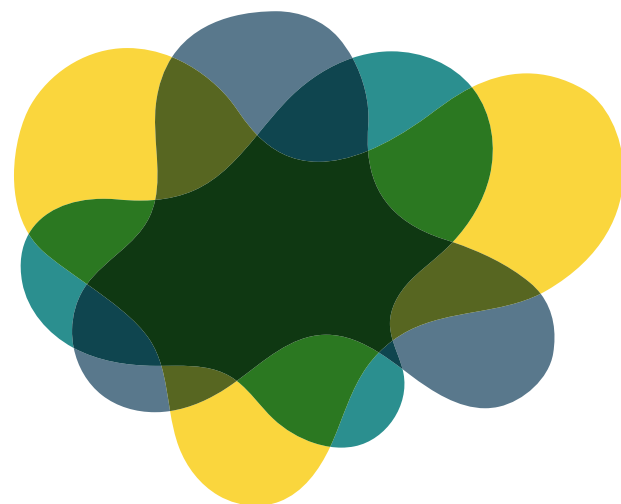
Case Studies



**Equally Safe** is Scotland’s national strategy for preventing and eradicating violence against women and girls. The Scottish Government Equally Safe strategy has an overarching vision: A strong and flourishing Scotland where all individuals are equally safe and respected and where women and girls live free from all forms of violence and abuse – and the attitudes that help perpetrate it.



The strategy sets out a series of ambitions and priorities, and a commitment to work collaboratively with key partners in the public, private and third sectors to prevent and eradicate all forms of violence against women and girls. **Equally Safe at Work, Equally Safe at School** and **Equally Safe in Practice** are three initiatives that support the delivery of the strategy.



Each initiative takes a unique approach, but they are complementary of one another. In many cases it will be clear which initiative is the natural starting point for your organisation. But there will also be opportunities to draw from more than one to create an even more robust framework for change, and to enable organisations to strengthen the workplace policies and practice that will shape outcomes for women, children and young people in our communities. This resource gives an overview of the three programmes of work - who they are aimed at and what they offer for organisations looking to get involved.



**This tool will help you to:**

- identify which is most relevant to your organisation
- see where you may be able to draw from others to strengthen your approach.

Use the navigation page to help you to locate specific information and expand for more detail.

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## Navigation Menu

This menu is for navigating the document so you can easily find the information you need.

The home icon will take you to the front page of the document

## Initiative Buttons

These are all clickable. When you are seeing information relevant to each initiative, you will see a dot • to the right of the text in the menu see below.

• ESAS

## Features Buttons

The black buttons are not clickable, but all the teal buttons are and will navigate you to the information you need regarding the comparative features of the initiatives.

You will see a dot • to the right of the text in the menu to indicate the information you are viewing, see below.

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## The shapes

Each shape represents an initiative.



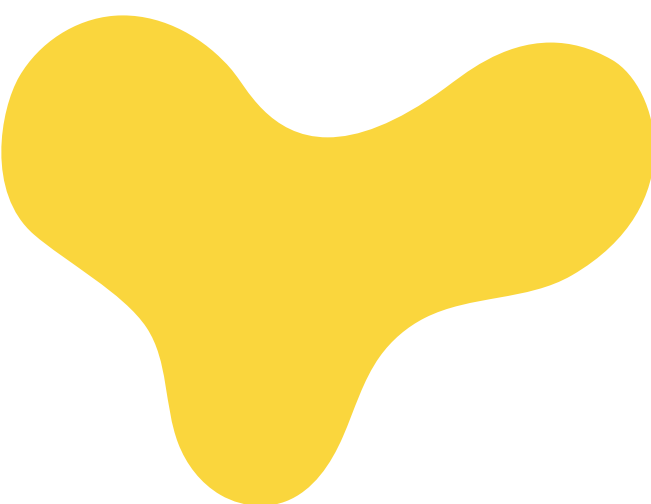
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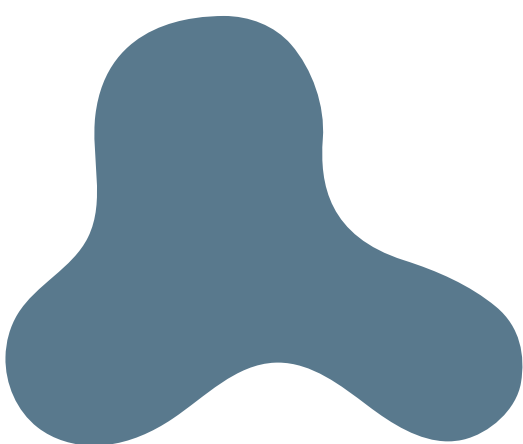


Equally Safe  
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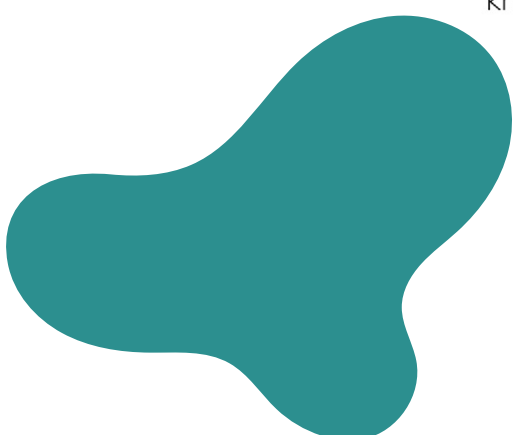
knowledge, skills, change



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## The diagram

In combination they serve as a device to demonstrate the overlaps, differences and combined benefits.



## Acronyms explained

**GBV:** Gender based violence

**VAW:** Violence against women

**VAWG:** Violence against women and girls

**WCYP:** Women, children and young people

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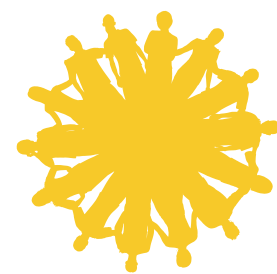
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at school

**A whole school approach to support secondary schools** to build a positive culture in which staff and students work together to prevent GBV and feel more confident and skilled in responding to incidents and disclosures of sexual harassment and GBV.

[equallysafeatschool.org.uk](https://equallysafeatschool.org.uk)



Equally Safe  
in practice

knowledge, skills, change

**A workforce development framework, tiered for all levels of the workforce**, that will support organisations to strengthen the knowledge and practice of their workforce in relation to VAWG and gender equality, to ensure consistent, effective and appropriate responses to VAWG.

[equallysafeinpractice.scot](https://equallysafeinpractice.scot)

EQUALLY SAFE AT  
**WORK**

**An employer accreditation programme focusing on organisational / institutional change**, that will enable public and third sector employers to improve workplace and employment practices to advance gender equality at work and prevent VAW.

[equallysafeatwork.scot](https://equallysafeatwork.scot)

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## Whole school approach for secondary schools.

Actions and resources for all staff, opportunities for student involvement. We support secondary schools to build a positive culture in which staff and students work together to prevent GBV, and feel more confident and skilled in responding to incidents and disclosures of sexual harassment and other forms of GBV. ESAS is a whole setting intervention for secondary schools and all intervention activities are targeted within the school, rather than at local authorities.

- Whole school assessment via focus groups
- Student-led action group
- Teacher training
- Policy development
- Links to teaching resources
- Monitoring progress through surveys

### What are key components?

### What are the learning outcomes of staff training?

### What are the key outcomes?

- Staff and students are more confident, competent and willing to prevent and respond to incidents of GBV.
- Incidents of GBV are dealt with effectively
- Sexual harassment, gender stereotyping and discrimination happen less often
- School culture is more respectful, equal and tolerant

### E-learning (all staff)

- How to help make your school safer for students
- What you can do in the course of your work as a teacher to help prevent GBV
- What to do if a student tells you they have been affected by GBV
- What your responsibilities are, and how they relate to what others in your school are doing

### Enhanced staff training

(in person, lead staff (pastoral care, SLT, other staff leading on ESAS.)

- More in-depth understanding of the importance of primary prevention in relation to gender-based violence
- Better understanding of a whole school approach to preventing gender-based violence
- More confident responding to incidents of gender-based violence or intervening where harmful attitudes relating to gender-based violence are expressed
- Better understanding of safeguarding issues in relation to students affected by gender-based violence
- Better understanding of the support needs of young survivors
- More confident responding to the support needs of young survivors

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## EQUALLY SAFE AT **WORK**

### Employer accreditation programme focusing on organisational/institutional change

We support employers to look at all elements of their employment practice including policies, data collection, recruitment, flexible working, and workplace culture. We don't provide support on changes related to service delivery.

What are the learning outcomes of staff training?

- Focus on organisational change
- Increased understanding of how to apply a gender lens to policies, practices and programme.
- Increased understanding in line managers on sexual harassment, VAW and Work, and flexible working.

What are key components?

- Policy review and development
- Data collection and analysis
- Capacity building in line managers and working group members
- Developing initiatives to support different groups of women in the workplace

What are the key outcomes?

- Improved practices on gender equality and VAW
- Employers better understand their role in preventing VAW
- Greater understanding of women worker's experiences of gender inequality and VAW
- Practical actions to take to address occupational segregation and create positive workplace cultures

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## Workforce development framework - Public and third sectors – workers and leads across all levels.

To support organisations to strengthen the knowledge and practice of the workforce in relation to VAWG and gender equality. The ESiP framework outlines appropriate training for staff working at different levels, building knowledge and skills to improve practice responses and strengthen service delivery. Though we do refer to and flag the importance of employment practices and policies, we do not aim to work with organisations on these areas.

- A framework of knowledge and skills to support learning and development - planning, mapping and delivery.
- Tools and resources to support reflective practice and embedding of learning

What are key components?

What are the learning outcomes of staff training?

- Increased awareness and understanding of VAWG, the causes and drivers, and the impact on WCYP, communities and organisations.
- Improved understanding of core concepts relating to gender inequality, where and how that occurs and exists in the workplace.
- Awareness of the practice skills required to safely signpost & support WCYP affected by VAWG.

What are the key outcomes?

- The causes and impact of VAWG are understood.
- Workers have improved practice responses, leading to improved outcomes for WCYP.
- Organisations take a proactive and preventative approach to addressing gender inequality & VAWG.

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Some examples of the combined benefits of engaging with multiple initiatives:



**Local authorities** who took part in the **Equally Safe in Practice** pilot, or public sector organisations that are currently engaging with **Equally Safe in Practice** to develop their workforce knowledge and skills, would benefit from engaging with **Equally Safe at Work** employer accreditation programme to strengthen employment policy, process and practice.

**Organisations** participating in the **Equally Safe at Work** employer accreditation programme, would benefit from engaging with the **Equally Safe in Practice** framework, to review the training needs of their teams and use the national standards to identify and address gaps in training and workforce development. There are learning resources available through both programmes that are complementary and can be used together.



**Local authorities** who engage with **Equally Safe at Work** will be able to improve employment practices and support for school and education staff, including clear policies, support mechanisms and reporting routes. Local authorities and schools can also draw on the information on the **Equally Safe at School** website about supporting staff affected by GBV and ensuring they're safe at work.



Those working in **education**, but not specifically in schools (such as local authority education staff) could benefit from engaging with **Equally Safe in Practice**, to review and strengthen their own learning and development. This would enable them to work with a shared understanding of gender-based violence which will in turn strengthen local strategic work to support schools participating in **Equally Safe at School**.