



SWAN

**SAFETY OF WOMEN
AT NIGHT**

EXETER CHARTER TOOLKIT

**SAFER
CENTRAL
EXETER**

Making our city safer for all

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SWaN survey results

Who completed the survey?

1,566
people completed
the survey.

98%
of respondents
were female.

71%
of respondents were
aged between 18-44.

An overview of the results

- Respondents were more likely to feel unsafe in outside spaces, such as making their way home, or moving between establishments, when compared to spending time inside premises.
- When asked what they disliked about Exeter at night, most (70.0%) respondents stated drunken behaviour.

This was followed by the behaviour of others (59.8%), aggressive behaviour (59.3%), and a lack of Police (48.4%).

Almost half of respondents stated they disliked the presence of gangs or groups (45.1%) and 42.4% suggested that Exeter is unsafe and/or they felt unsafe. 41.2% of respondents felt that Exeter was badly lit and 37.1% suggested there was a lack of public transport.
- Most respondents felt unsafe when alone in Exeter at night, when compared to being with friends in similar situations.

This pattern was evident in all of the scenarios presented to respondents; being in a public outdoor space, walking down a street/alley, walking between venues, and getting home. In all instances, most felt safer in the presence of friends when compared to on their own.

- Respondents are most likely to report feeling unsafe to their friends or family, versus the police.
- Over one third of survey respondents stated they have been affected by harassment in Exeter over the past 3 years and a quarter suggested they had been affected by a sexual offence.
- When asked what would make respondents feel safer in Exeter, 84.6% suggested walking with someone and 82.8% suggested keeping to well-lit areas.

59.1% of respondents stated seeing more police officers would make them feel safer, 52.5% stated speaking to someone on the phone and 40.5% suggested sticking to areas covered by CCTV.

Introduction

All women have the right to enjoy Exeter in the evening, at night and to feel safe.

We must strive to make Exeter a safer place for women by doing more to prevent violence, support victims, pursue perpetrators and change behaviours.

Organisations across Exeter have worked in partnership to produce a Safety of Women at Night Charter. This includes seven pledges which organisations can adopt to make Exeter safer at night.

This Charter is informed by responses to the SWaN survey from women and girls in our communities.

The text of this toolkit is based on work commissioned by the Mayor of London from the 'Good Night Out' campaign, as part of the London's 'Women's Night Safety Charter' programme.

Voices of women who answered the SWaN survey

In considering the identified situations or environments, what do you think could be done to help make people, particularly women and girls, feel safer?

"I think there needs to be a men's charter. Men and boys need to be educated about how their behaviour can affect other people. We need more education about consent, respect and consequences for breaking the law. We need more bystander awareness training for all people. We need our police forces and leaders to be role models. We do not need to be telling women and girls what they must or must not do in order to feel safe. Women should not be modifying their behaviour because men are out of control."

"An identifiable service (perhaps similar to street pastors) that women and girls could call or visit if they feel vulnerable or unsafe on a night out, for any reason. Also, where friends could ask for help for a friend who is inebriated. I feel concerned about women and girls who are abandoned by friends when too drunk to continue a night out. Friends who don't make sure they get home safe because they don't want to give up their night out. Maybe they would at least contact an organisation to care for the person. Also, sometimes drunk people take off from a group because they don't want to be the party pooper, and then you have someone way over the limit trying to make their way home. In this scenario it would be great if they could reach out for impartial support. E.g. telephone service Strut Safe. Also, the potential of the proposed 888 BT telephone service/app."

"More police presence. People/safe places for women to go to when they feel they are in danger. More transport available for women to get home. Maybe even free transport as I know when I was younger I used to walk home alone in the early hours as taxis are expensive. People who are available and willing to help women when needed. I was once followed by a man and I asked the bouncers at the bar if I could stand with them as a man was watching me. Although they let me stand with them, they didn't do anything to help the situation and get the man to go away."

What more/what else should local agencies such as councils and the police do to help people feel safe and to especially protect women and girls from violence and sexual crimes in Exeter?

"Safe waiting areas if I felt vulnerable in a situation. Trusting that who I asked for help knew I needed help. Better training for staff to be more aware of situations when on a night out. Better training for men to raise awareness of inappropriate/behaviour i.e. if they see a lone female walking down the street how can the male adapt their own behaviour to help the female lone walker feel safer."

"Better security at clubs, removing unsafe people. But not sending very drunk people out into the street by themselves after they've been kicked out. Ensuring they have a friend/way home/safe room to stay in. Increase safe public transport/walking buses home. Increase presence on the streets."

"A concerted campaign stating that women must feel safer in Exeter, improving street lighting and public transport links. Until men stop attacking women, women won't feel safe, the focus needs to be on how men can make women feel safe and not on women changing their behaviours."

"Educate boys and men, from an early age, that women aren't objects, and we're not here just for them to abuse and harass. We are 50% of the population and we deserve not just more protection, but we should be listened to. If the results of this survey ask for better lighting and more police on streets, or whatever, actually implement it!"

"Involve women and girls in decision making from the start. Stop speaking for us! However well intended, you just can't understand what it feels like to constantly feel unsafe just going about your daily business. Can you imagine that?! You cannot understand the burden, especially those of us who have lived with it since we were teens decades ago... Yet we can help with the solutions!"

The bigger picture

All societies have 'social norms' around gender. These are deeply held cultural ideas about behaviour and qualities, which can include how we should look, act and behave, whether at home, at work or on a night out.

Those who feel entitled to commit violence against women and girls often use the idea that a woman has breached these norms as an excuse for their own actions.

The term 'violence against women and girls' refers to acts of violence or abuse that disproportionately affect women and girls.

The scale of the problem is huge. Whilst statistics show only a partial picture due to low levels of reporting and high levels of normalisation and minimisation ("it's not a big deal, it happens all the time, he probably didn't mean it"), we do know that night-time venues, such as pubs, bars, and clubs, can play host to a range of unacceptable behaviours.

The 2021 UN Women UK YouGov survey clearly shows that sexual harassment in public places continues to be highly prevalent and concerning.



The Office for National Statistics released data following an 'Opinions and Lifestyle Survey'. Between 2nd and 27th June 2021 people were asked about feelings of personal safety when walking alone in different public settings. There are some clear findings: men and women both feel less safe after dark, but the extent to which women feel unsafe is significantly greater.



The emotional impact shouldn't be understated either. Alcohol awareness charity Drinkaware's 'Drunken Nights Out' Survey asked those who had been on the receiving end of drunken sexual harassment for their emotional responses. When asked whether they had felt disgust, anger, fear, or surprise at the harassment, the top response from women was disgust (74%) followed by anger (63%). The lowest was surprise (14%).



The Equality Act of 2010 deems sexual harassment as a form of unlawful discrimination, yet we know that this behaviour is too often laughed off as 'banter'. Wherever sexual harassment or assault happens, we must call it out and ensure this behaviour has clear consequences.

What the Charter means



This Charter is about taking practical steps together to make Exeter safer at night for women and girls.

Everyone should feel empowered to play their part in creating positive change and we encourage you to pledge your commitment to women's and girls' safety.

This toolkit is packed full of ideas, prompts and signposts. These are practical steps towards change. Some will take time, but there will be others you can do today. Some may require additional resources, but many will not.

Whichever steps your organisation is able to take, you can be sure every step will make a difference. Whether you're already proud of the great work you've been doing for women's and girls' safety or are curious about what you could try, read on to find out where to start.

What does it mean to sign the Charter?

The Safety at Women at Night Charter is a voluntary pledge to show you take the safety of women and girls seriously.

By signing the Charter, you show your acknowledgement of the issue and that you're ready to be proactive in improving women's and girls' safety. We're building a strong network dedicated to making a positive change to women's and girls' experiences of Exeter at night.

Whatever your organisation does for Exeter at night, there will be something you can do to better support women's and girls' safety.

The Charter and this Toolkit refer to women and girls by which we mean anyone who identifies as such.

Making a change

Of course, we want sexual harassment, assault and other forms of gender-based violence to stop. However, we can all commit to do more, which is what the Safety of Women at Night Charter is all about.

Businesses, organisations, and services can't do everything, but we can all do more.

Firstly, learn your four R's: *Responsibility, Report, Respond* and *Redesign*.

Responsibility

Who is responsible for unacceptable behaviour? The person doing it! It's a simple equation, and yet we know victim-blaming culture still holds sway in too many places of work and play. Organisations that bring people together at night have a duty of care to ensure their spaces do not further enable harassment, assault or violence towards women or anyone else. It's also important to recognise that taking responsibility is not the same as taking liability.

Report

A total end to these, often criminal, behaviours is a long way off and you can't prevent every single incident. When it does happen, reporting it should be a simple, discreet and confidential choice. The process for what will happen next should be clear with a range of options for how an incident can be dealt with. Women should feel confident in reporting and that their report will be taken seriously.

Respond

Choosing to speak up should be encouraged through promoting a supportive culture where those who do come forward are believed. Staff should feel confident and clear on how to respond to these reports in a consistent, professional and empathetic way that prioritises safety and care, not personal judgement.

Redesign

We know that alongside experiences of harassment or assault, the perception of 'safety' plays into women's choices when avoiding certain areas, services and businesses.

Nightlife spaces should be designed to be welcoming. They should not enable 'opportunistic' perpetrators, who may, for instance, use a lack of clear visibility in a venue to their advantage.

The seven pledges

Based on our research and the backing of specialist support, policy and training organisations working in this area, there are seven pledges that will help your organisation to keep women and girls safe.

01. Change the conversation

Keeping women safe is everyone's responsibility. Encourage men in your organisation to think about what they can do to keep women safe.

02. Champion

Appoint an organisational champion who will drive change.

03. Communicate

Run positive, public/staff facing communications, both online and in your space(s).

04. Support your staff

Create clear routes for reporting unacceptable behaviour while at work and lead cultural change.

05. Support the public

Create clear routes for reporting unacceptable behaviour while using your service or space at night.

06. Training: responding and recording

Train staff on how to respond when an issue occurs, including what to say and do and any relevant policies. Train staff on information sharing and appropriate recording of details.

07. Designing for safety

Audit your spaces and adapt them to promote a safer environment and reduce risk of crime.

Women's night safety and you: Putting the pledges into action

Pledge 01 – Change the conversation

The safety of women and girls is everyone's responsibility.

The conversation must change from what women can do to keep themselves safe to one that is about how men take ownership of this issue by focussing on addressing sexist attitudes and inappropriate behaviours exhibited by some men, to tackle the epidemic of misogyny and violence towards women and girls.

Not all men intend to cause harm, but it is about recognising that violence against women and girls is a men's issue caused by unacceptable attitudes and behaviours. This is not just an issue with the minority of men who are violent, but also with those who are sexist, who behave inappropriately or who just stand by silently when harmful conduct occurs. Together, we must change our culture to call out behaviours which are disrespectful and cause harm to women, and the role of men in this change is critical. Good intentions are not enough, action is needed.

Male allyship is about men taking responsibility to understand the issues that women face and taking action in support of women. Your organisation can encourage men to be allies through the following actions:

- Start the conversation about the role of men in the safety of women and girls in your space. Many men say they haven't spoken up against violence against women because they haven't been asked, or they're not sure what to do due to being worried about saying the wrong thing or that it isn't their place. Ask women to share their experiences if they are willing to and talk about the role that everyone has in changing culture within your organisation and outside. The important thing is for men to listen and believe.
- Acknowledge and understand how sexism, male dominance and privilege lay the foundation for all forms of violence against women. Remember that when you choose not to speak out against men's violence and inappropriate behaviours, you are not supporting it.
- Overwhelmingly, the majority of violence that happens between the genders happens by men against women. The vast majority of violence that men suffer is at the hands of other men. So, men and women have a common enemy, which is male violence (Jackson Katz).
- Conscious raising – encourage men to learn more by providing time and access to awareness raising events and resources. Bystander intervention training is widely available.
- Pay attention. Learn the signs of abuse, how to act and what to say if you are concerned. Provide support to men to speak up if they suspect abuse or assault is taking place. Equally, if men identify that they need help with their own behaviours, sign post them to help (see below).
- Ask men to act as champions for women's safety (see Pledge 2). Provide specific ways men can help, perhaps putting up posters or asking them to be involved or lead discussions or events.
- Mentoring – identify individuals to be a mentor. Encourage them to take ownership of issues and drive change, both at work and privately, through their family and friends.
- Be a role model, this can be as simple as not talking over women. Educate boys and young men. Challenge traditional, harmful male stereotypes of manhood that degrade or mock women and girls.
- Finally, check your own unconscious bias. Am I asking my mother, my sister, my wife, my friend, my work colleague, how they have felt? Am I listening?

Pledge 02 – Champion

Appoint a 'Champion' for women's safety within your organisation.

Make all team members aware of who your Champion is so that they can go to them for advice and resources on women's safety.

Ensure there is succession planning so that if the 'Champion' leaves your organisation a new one is appointed.

Communicate with your local Neighbourhood Policing Team to network and share best practice.

What is a Champion?

A Women's Safety Champion in your workplace is someone who makes a difference because they are:

- Passionate about helping people understand that women's safety is a shared responsibility.
- Able to give time and resources to undertake meaningful activities and advocate for practical and cultural changes.
- Willing to engage colleagues constructively and positively when taking action to address women's safety and encourages others to do so too.
- Keen to spread the word about the commitments you have been able to meet.
- Able to empower colleagues to challenge unsafe language, behaviours and practice and support the training agenda.

Who should the Champion be?

The Champion could be a manager, the person responsible for licensing, or a member of your HR team if you have one.

Ultimately, your organisation will need to decide which member of staff best fits the role of the Champion. Passion is more important than experience here. Many organisations will hopefully choose a member of staff with the time, energy and ability to inspire others to have honest conversations about this issue.

Yes, men can be a Champion too!

What will the Champion do?

The Champion will be the point of contact for any work done on this issue, ensuring that the commitments you prioritise are met by your organisation.

They will oversee the promotion of a culture of belief at your organisation and share best practice with other organisations via the email address provided at the end of this document.

Pledge 03 – Communicate

Communicate to your staff and customers that your organisation takes women's safety seriously and that you encourage people to come forward to report incidents.

Make use of your internal and external channels to communicate your zero-tolerance policy on unacceptable behaviour and have clear options for how and who to report this to.

Why is a communications campaign important?

The simple act of developing, distributing and displaying a poster or notice about your organisation's values in relation to women's safety and the consequences for unacceptable behaviour can have a hugely positive impact. In doing so, you are highlighting something that many organisations have traditionally refused to acknowledge because publicly engaging with the topic might be read as 'we are not a safe place.'

Some dos and don'ts for successful women's safety messaging:

Dos:

- Use positive language (e.g. "We aim to create a welcome space for all our customers...").
- Focus on the consequences for unacceptable behaviour (e.g. "You will be asked to leave...").
- Include why this is not okay (e.g. "No one should feel unsafe while they are here).
- Summarise the options you're able to offer for reporting (e.g. text, email, app).

Don'ts:

- Use graphic images which can be off-putting.
- Use sensational language or humour when describing these offences.
- Scaremongering or descriptions of victims or perpetrators.
- Use any 'victim-blaming' language (e.g. telling people to stay with their friends and stay alert to their surroundings). While this might seem helpful and well-intentioned, women who are targeted should not have to change their behaviour when it is perpetrators who can make a choice not to harass.

In fact, when we look at how common these experiences are, the direct opposite is true. Many women and girls are reassured to know what the values of that space are and who and where they can go to for support.

Too often, sexual harassment and assault is not spoken about due to fear of not being believed or seen to be a private matter.

We know that women's safety should be everyone's issue. Communication campaigns let staff and customers know that you take safety seriously.

Highlighting your values publicly like this helps to create an environment where everyone feels confident to report incidents and perpetrators will know this kind of behaviour will not be tolerated.

What should this campaign look like?

This might take the form of a poster campaign, publishing your harassment policy on your website, or reminding customers of your dedication to women's safety on your social media channels and staff communications.

Pledge 04 – Support your staff

Create an environment where staff feel comfortable and confident to report sexual harassment or assault they have experienced at work.

Provide signposting to local services and other HR and Employee Assistance resources if they need further information.

How can we create this environment?

The Equality Act 2010 defines sexual harassment at work as unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Sexual harassment, sexual assault and hate crimes more generally are not experienced in the same way as other offences. This is in part because they target identity, that is, who a person is or is perceived to be. This is very personal. It means that victims often blame themselves and remain silent about what happened, whether due to self-blame, fear of being blamed, of being disbelieved, or being further victimised.

Workplaces should acknowledge these barriers and help to reduce and remove them with a combination of cultural and practical changes.

You could:

- Undertake an anonymous survey of your staff team to get a full view of how safety is experienced across the organisation. Who feels safest and in which roles? When do particular workers feel the least safe and why?
- Send a memo to all staff clearly communicating your policy and reminding them that all reports are confidential and will be taken seriously.
- Call a special meeting with managers to discuss and plan the different ways women's safety could be made a priority, including supporting the progress and leadership journeys of women in your organisation.
- Address workplace bullying and use administrative measures to vary power dynamics, for example rotating who chairs meetings.
- Investigate how skilled your teams feel when it comes to challenging harmful jokes or comments in the workplace and role play the best way of doing this to normalise it.
- Publish your Sexual Harassment Policy and Equalities Statement online.
- Invest in Sexual Harassment and Equalities training for the whole team.



Pledge 05 – Support the public

Have a clear written policy and procedure on how your organisation will respond to reports of harassment or assault and what people can expect from any processes.

Make sure that anyone who experiences sexual harassment or assault in a space you are responsible for is able to report it in a simple, straightforward way.

Offer a range of reporting methods, for example: in person, email, telephone or feedback form.

Take into account how accessible these methods are and how you can make sure people trust these methods.

Why is having a clear policy and offering different reporting methods so important?

Having multiple ways to report will make it easier for people to overcome the barriers they may be facing around sharing their experience with you.

Pledge 06 – Training: responding and recording

Responding

Ensure your staff believe and support anyone who comes forward to report something that makes them feel uncomfortable. Make sure management support staff by encouraging belief.

Provide specialised training for your staff on sexual harassment and assault, with a focus on how to respond and intervene if incidents take place.

How can I make sure my staff respond the right way?

Ensure that every team member who is public facing is confident and has been trained in how to take a report of sexual harassment.

How to respond to a disclosure of harassment

The person coming forwards has chosen you because they feel able to let you know about what has happened. Most people never speak up due to fear of being blamed or disbelieved, so the first thing you say is vital.

Try this fail-safe opener:

- Demonstrate belief (e.g. "Thank you for sharing what happened").
- Validate their experience (e.g. "That is not okay").
- Explain their options (e.g. "We have a policy here which is..." and "I'm going to see what I can do to help").
- Check you've understood what you've been told.
- Ask about any physical injuries or urgent needs.

Then, if necessary, support the person in reporting to the relevant manager or team member, or offering to do it on their behalf, minimising the number of

people the person needs to speak to. Offer to separately summarise their story on their behalf if they would like you to.

Communicate

You're not alone! Tell a colleague when you are concerned about behaviour you've witnessed, no matter how minor it seems, as this prevents escalation.

Be an active bystander

Responding effectively to harmful behaviour can start with focusing your attention and support on the person being targeted. Check in with the person who you think is experiencing unwanted attention, for example by making small talk, eye contact or giving them a discreet signal.

Record keeping

Record all incidents and reports, no matter how minor. This helps others to keep up to date with issues and repeated behaviours.

Keep your notes clear and stick to facts not opinions.

You can also ask for and record the name of any customer while they are on the premises, but they have the right to refuse to give this information. Remember your CCTV. **Don't hesitate to call 101 or 999 in an emergency.**

But remember, the targeted person may prefer not to speak to the police and should never be coerced into doing so. You will be assisting greatly by providing even general third-party intelligence to the police through 101, 999 or your local Neighbourhood Policing team.

Devon and Cornwall Police will always take reports of sex or gender-based crime seriously. Crimes or incidents which the victim, or anyone else, perceives to be motivated by hostility to their sex or gender will be recorded and investigated as a hate crime.

Pledge 06 continued

A culture of belief can become embedded within your organisation by regularly briefing and training staff and including your policy in new staff inductions. Make women's safety, inclusion and diversity part of your team culture through daily conversations. This is an ongoing process. Staff teams should be encouraged to challenge victim-blaming attitudes and managers should provide and encourage learning opportunities on this topic.

Examples of victim-blaming attitudes:

"She was plastered following drinks after work, it's no wonder he took advantage."

"I heard they were having an affair and she's only calling it sexual harassment now that he's gone back to his wife."

"Women do need to bear some responsibility for making bad choices if they end up in one of our taxis with some dodgy guy."

"It takes two to tango when it comes to sexual assault."



Recording

Ensure all reported incidents of sexual harassment or assault are recorded in compliance with data and confidentiality guidelines.

What incidents should be reported and how?

All organisations should follow appropriate discretion and confidentiality. Licensed premises should make use of their logbook.

If you have a HR team, consider additional training on understanding the dynamics of sexual harassment, assault, gender-based violence and other Equality Act issues. Staff should know that no matter how minor the incident might seem, it is important that it is recorded with an appropriate amount of detail and in a factual manner without personal opinions.

You could also:

- Undertake a data and confidentiality review to ensure that personal details are not being misused.
- Ensure that your HR team, if you have one, has appropriate guidelines to stop the flow of gossip and misinformation if a disclosure has been made by one team member against another.

An official policy and procedure should set out clear expectations and ensure that each situation is dealt with fairly regardless of who is involved. This is important because it can reduce fear of victimisation.

Pledge 07 – Designing for safety

- Check that all CCTV and lighting is functioning correctly.
- Assess your provision of accessible and gender-neutral bathrooms.
- Commission an access audit of your buildings and spaces and publish the findings online and in a printed form.
- Commission a safety audit of your buildings and spaces and publish the findings online and in a printed form.

How can I adapt my space to make it feel safer?

If your organisation manages its own spaces, these should always be designed with health and safety in mind. The additional 'safety planning' that many women report having to undertake on a daily basis to remain alert against unwelcome sexual behaviour tells us that further steps can be taken.

Questions to consider:

- Does your premises' layout support a woman's ability to move around or leave an area easily?
- Are there sufficiently lit paths and appropriate levels of CCTV and do all staff understand who is responsible for using, maintaining and sharing this data?
- Can you designate a 'quiet' space in case staff or customers need some medical assistance or space to recover from an incident?

In addition to this, designing for safety can include how you allocate your human resources. Are staff, including any security, positioned equally throughout the spaces you manage?

- How well-lit are the indoor and outdoor spaces you're responsible for?
- Would your CCTV be able to record any incident on site? Do you record sound?
- Can you confidently say your space is accessible for those with disabilities?

Partnering with other businesses, the Local Authority and Police is a great way of plugging into issues that affect your local area. Poor street lighting, security issues and anti-social behaviour can all be discussed at regular meetings.

These are also a good way of finding out about local good practice and initiatives.

Further information

Organisations that can help you

Contact these specialised organisations for information on training, designing safety, accessibility and diversity resources:

Design and Access

(for disability audits for general buildings)
designandaccess.co.uk

Good Night Out Campaign CIC

(training and licensed premises accreditation)
goodnightoutcampaign.org

Devon Rape Crisis

devonrapecrisis.org.uk

Devon and Cornwall Police and Crime Commissioner

devonandcornwall-pcc.gov.uk

Devon and Cornwall Police

devon-cornwall.police.uk/advice/your-personal-safety/violence-against-women-and-girls

End Violence Against Women

(for specialist women's support services)
endviolenceagainstwomen.org.uk

Suzy Lamplugh Trust

(campaigning, education and support with a focus on stalking)
suzylamplugh.org

Devon SARC

(a sexual assault referral centre)
survivorpathway.org.uk/services/exeter-sarc

Exeter Communities Together (ECT)

(represents the coming together of a partnership of seven grassroots organisations, many of which have been run on a voluntary basis by community members, with the overarching aim of enabling Black, Asian and minority ethnic residents in Exeter to have a voice and increased visibility in the wider community)
exetercommunitiestogether.org.uk/about-ect/about-us

Exeter Pride

(aim is to improve the visibility of LGBT people in Exeter and provide them, their families, friends and supporters with an opportunity to socialise and build strong networks)
consortium.lgbt/member-directory/exeter-pride

Galop

(supporting LGBT and people who have experienced abuse and violence)
galop.org.uk

StreetSafe

(online tool to allowing members of public to anonymously pinpoint on a map a location where they don't feel safe)
police.uk/streetsafe

Further reading and resources

White Ribbon Campaign

White Ribbon UK is the leading charity engaging with men and boys to end violence against women.
whiteribbon.org.uk

Enough

The Home Office have launched 'Enough', a national communications campaign to tackle violence against women and girls. The aim of the campaign is to challenge perpetrators and raise awareness of what we can all do to safely call out abuse.
enough.campaign.gov.uk

Equality and Human Rights Commission

Ending sexual harassment at work
equalityhumanrights.com/sites/default/files/ending-sexual-harassment-at-work.pdf

UN Women

Towards an end to sexual harassment
unwomen.org/en/digital-library/publications/2018/11/towards-an-end-to-sexualharassment

House of Commons Women and Equalities Committee

Sexual harassment of women and girls in public places
publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/701/701.pdf



Contact us

Should you require this document in an alternative format/language or have questions/feedback please contact us on the email below.

Your feedback is welcomed to assist with the development of an Exeter Community Safety Partnership action plan.

hello@safetyofwomenatnight.co.uk