

Section A: Institutional Culture	
<b>Framework Outcome</b>	<b>A member of HEI senior management team will have responsibility for the implementation of the Framework.</b>
<b>Sample Indicator</b>	<ul style="list-style-type: none"> <li>Responsibility has been assigned to a member of SMT with clear reporting structures and this information is publicly available on the HEI website.</li> </ul>
<b>Institutional Indicator(s) (if different)</b>	<ul style="list-style-type: none"> <li></li> </ul>
<b>Status</b>	<span style="background-color: green; color: white; padding: 2px;"><i>achieved</i></span> <input checked="" type="checkbox"/> <span style="background-color: orange; color: white; padding: 2px;"><i>in progress</i></span> <input type="checkbox"/> <span style="background-color: yellow; color: black; padding: 2px;"><i>planned</i></span> <input type="checkbox"/> <span style="background-color: red; color: white; padding: 2px;"><i>no progress</i></span> <input type="checkbox"/>
<b>Details</b>	The Vice President for Equality and Diversity has been engaged in leadership on this area since 2019.
<b>Comment</b>	

<p><b>Framework Outcome</b></p>	<p>HEIs will establish an Institutional Working Group to coordinate Framework implementation. This will be comprised of key stakeholders including academics, support services, administration, and students’ unions, and will ensure due regard to balanced representation, in particular representation of groups at particular risk of experiencing sexual violence and harassment; women, those with disabilities, ethnic minorities and LGBT+.</p>
<p><b>Sample Indicator</b></p>	<ul style="list-style-type: none"> <li>Working group has been established with appropriate representation and membership and meeting dates are published on HEI website.</li> </ul>
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li></li> </ul>
<p><b>Status</b></p>	<p> <span style="background-color: green; color: white; padding: 2px;">achieved</span> <input checked="" type="checkbox"/> <span style="background-color: orange; color: white; padding: 2px;">in progress</span> <input type="checkbox"/> <span style="background-color: yellow; color: black; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: red; color: white; padding: 2px;">no progress</span> <input type="checkbox"/> </p>
<p><b>Details</b></p>	<p>The Vice President for Equality and Diversity has chaired a working group on these matters since 2019, the Consent Framework Implementation Working Group.</p>
<p><b>Comment</b></p>	<p>There is a continuing need to ensure that the Working Group membership is inclusive of at risk groups and representative of key stakeholders in the administration of the university.</p>

<p><b>Framework Outcome</b></p>	<p><b>Liaison and partnership with external specialist agencies to ensure effective engagement with external structures.</b></p>							
<p><b>Sample Indicators</b></p>	<ul style="list-style-type: none"> <li>• Evidence and details of engagement and activities with external specialist agencies (e.g. rape crisis centres, RCNI, etc.).</li> <li>• Working group membership includes external specialist agencies.</li> <li>• Local external services mapped and are publicly available on the HEI website and other student/staff facing sources.</li> </ul>							
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li>•</li> </ul>							
<p><b>Status</b></p>	<p><i>achieved</i></p>	<input checked="" type="checkbox"/>	<p><i>in progress</i></p>	<input type="checkbox"/>	<p><i>planned</i></p>	<input type="checkbox"/>	<p><i>no progress</i></p>	<input type="checkbox"/>
<p><b>Details</b></p>	<ul style="list-style-type: none"> <li>• Director of Galway Rape Crisis Centre (GRCC) is a member of the Consent Framework Implementation Working Group.</li> <li>• Partnership takes place with GRCC and the Active* Consent programme on designing and delivering training programmes, including disclosure training for students and staff provided by GRCC, a Level 9 10 ECTS professional development module (Sexual Consent Promotion: Skills and Practice), and the First Point of Contact disclosure and organisational culture change initiative.</li> </ul>							
<p><b>Comment</b></p>								

Section B: Institutional Processes - Recording	
<b>Framework Outcome</b>	<b>HEIs will create an easy to use system for students and staff to disclose and report incidents, which would be reflected in a high level of awareness and understanding among both students and staff.</b>
<b>Sample Indicators</b>	<ul style="list-style-type: none"> <li>• Clear, accessible and well publicised formal and informal reporting routes are in place.</li> <li>• Evidence of how staff and students have been informed of these systems.</li> <li>• Online report and support tool or equivalent in place for students and staff to report incidents.</li> </ul>
<b>Institutional Indicators (if different)</b>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Status</b>	<span style="background-color: #2e8b57; color: white; padding: 2px;">achieved</span> <input type="checkbox"/> <span style="background-color: #d2691e; color: white; padding: 2px;">in progress</span> <input checked="" type="checkbox"/> <span style="background-color: #ffff00; color: black; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: #ff0000; color: white; padding: 2px;">no progress</span> <input type="checkbox"/>
<b>Details</b>	<ul style="list-style-type: none"> <li>• NUI Galway has a reporting system in place for both students and staff in relation to sexual harassment and sexual violence. Information about the system is available on the NUI Galway website.</li> <li>• The university is part of the Speak Out anonymous online disclosure programme with a dedicated website.</li> <li>• Speak Out has been publicised within the university, for example through an announcement on the local Blackboard Virtual Learning Environment.</li> </ul>
<b>Comment</b>	As with other universities, the rate of awareness of formal disclosure and reporting mechanisms appears to be relatively low among students and staff.

<b>Framework Outcome</b>	<b>The reporting system is compatible with reporting party/survivor rights, cognisant of the needs of vulnerable groups, and has the confidence of the higher education community.</b>
<b>Sample Indicator</b>	<ul style="list-style-type: none"> <li>Reporting pathways are periodically assessed by specialist advisers external to the institution to ensure it is compatible with reporting party/survivor rights.</li> </ul>
<b>Institutional Indicator(s) (If different)</b>	<ul style="list-style-type: none"> <li></li> </ul>
<b>Status</b>	<span style="background-color: green; color: white; padding: 2px;">achieved</span> <input type="checkbox"/> <span style="background-color: orange; color: white; padding: 2px;">in progress</span> <input checked="" type="checkbox"/> <span style="background-color: yellow; color: black; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: red; color: white; padding: 2px;">no progress</span> <input type="checkbox"/>
<b>Details</b>	<ul style="list-style-type: none"> <li>The reporting system for students and staff has been approved by the university quality assurance mechanism.</li> <li>In line with developing and emerging standards for enhanced practice in this area, there is a need to involve specialists in reviewing and improving the reporting system.</li> <li>Approval has been given by the university for a policy analysis and review project in this area.</li> </ul>
<b>Comment</b>	There is a need to devise processes that can be shared across institutions to ensure that a balance of expert perspectives can be applied to policy analysis in an efficient manner, taking into account legal advice, practitioners, administrators, and survivors.

<b>Framework Outcome</b>	Institutions shall record statistics on harassment, assault, and rape and report them in the context of their strategic dialogue with the HEA.							
<b>Sample Indicator</b>	<ul style="list-style-type: none"> <li>Statistics recorded and submitted to HEA annually on request.</li> </ul>							
<b>Institutional Indicator(s) (if different)</b>	<ul style="list-style-type: none"> <li></li> </ul>							
<b>Status</b>	<i>achieved</i>	<input type="checkbox"/>	<i>in progress</i>	<input checked="" type="checkbox"/>	<i>planned</i>	<input type="checkbox"/>	<i>no progress</i>	<input type="checkbox"/>
<b>Details</b>	Details are recorded of the number of complaints made to the institution.							
<b>Comment</b>	Different statistical indicators could be drawn on, from official complaints made, to incidents recorded on the Speak Out tool and responses made on surveys.							

Section C: Institutional Processes - Policy	
<b>Framework Outcome</b>	<b>Dedicated policies of breadth and depth consistent with the Framework aims referencing IUA/THEA guidelines and policies where appropriate.</b>
<b>Sample Indicator</b>	<ul style="list-style-type: none"> <li>• Policies and procedures (both informal and formal) for staff and students, which explicitly address sexual violence and sexual harassment, are in place and published online.</li> </ul>
<b>Institutional Indicator(s) (if different)</b>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Status</b>	<span style="background-color: green; color: white; padding: 2px;">achieved</span> <input type="checkbox"/> <span style="background-color: orange; color: white; padding: 2px;">in progress</span> <input checked="" type="checkbox"/> <span style="background-color: yellow; color: black; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: red; color: white; padding: 2px;">no progress</span> <input type="checkbox"/>
<b>Details</b>	<ul style="list-style-type: none"> <li>• Policies on Harassment and Sexual Harassment are in place for both staff and students, and are available on the NUI Galway website.</li> <li>• Staff and Student Codes of Conduct are also in place, and are under review.</li> <li>• Other relevant policies include a policy on consensual relationships and a domestic violence leave policy.</li> </ul>
<b>Comment</b>	There is an ongoing need to review and update policy given the changing expectations and standards of practice in this area.

<p><b>Framework Outcome</b></p>	<p><b>Policies are explicitly linked to clear lines of responsibility, active responses, institutional reporting, and regular review.</b></p>
<p><b>Sample Indicators</b></p>	<ul style="list-style-type: none"> <li>• HEI Action Plan indicates ownership of response, reporting and review actions in relation to policies addressing sexual violence and sexual harassment.</li> <li>• External review of policies are part of this plan.</li> </ul>
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li>•</li> </ul>
<p><b>Status</b></p>	<p> <span style="background-color: #28a745; color: white; padding: 2px;">achieved</span> <input type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;">in progress</span> <input checked="" type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: #dc3545; color: white; padding: 2px;">no progress</span> <input type="checkbox"/> </p>
<p><b>Details</b></p>	<ul style="list-style-type: none"> <li>• The relevant policies of the university provide information on procedures and processes.</li> <li>• The institutional Action Plan for the Consent Framework indicates responsibility for each action.</li> <li>• The adoption of new initiatives such as Speak Out requires additional integration into the policy structure.</li> </ul>
<p><b>Comment</b></p>	<p>The university is supporting a specific project to review policies in this area, which will include external comparisons and benchmarking.</p>



<p><b>Framework Outcome</b></p>	<p><b>Policies include guidelines for addressing student and staff complaints, including transparency for all involved.</b></p>
<p><b>Sample Indicators</b></p>	<ul style="list-style-type: none"> <li>• Policies including guidelines for addressing student and staff complaints are in place.</li> </ul>
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li>•</li> </ul>
<p><b>Status</b></p>	<p> <span style="background-color: #28a745; padding: 2px;"><i>achieved</i></span> <input checked="" type="checkbox"/> <span style="background-color: #ffc107; padding: 2px;"><i>in progress</i></span> <input type="checkbox"/> <span style="background-color: #ffc107; padding: 2px;"><i>planned</i></span> <input type="checkbox"/> <span style="background-color: #dc3545; padding: 2px;"><i>no progress</i></span> <input type="checkbox"/> </p>
<p><b>Details</b></p>	<p>Complaint mechanisms already exist through the relevant policies and associated implementation of these policies.</p>
<p><b>Comment</b></p>	<p>There is an ongoing need to review complaints procedures to ensure that these are fully reflective of enhanced standards emerging in the area.</p>

<p><b>Framework Outcome</b></p>	<p><b>Policy implementation is supported by compiling relevant information, leadership of high level HEI officer, and through the appropriate structures, an annual report on institutional initiatives and data to the Governing Authority.</b></p>
<p><b>Sample Indicators</b></p>	<ul style="list-style-type: none"> <li>• Annual report provided to Governing Authority.</li> <li>• A statement on consent framework implementation included in the Annual Governance Statements.</li> </ul>
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li>•</li> </ul>
<p><b>Status</b></p>	<p> <span style="background-color: green; color: white; padding: 2px;">achieved</span> <input checked="" type="checkbox"/> <span style="background-color: orange; color: white; padding: 2px;">in progress</span> <input type="checkbox"/> <span style="background-color: yellow; color: black; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: red; color: white; padding: 2px;">no progress</span> <input type="checkbox"/> </p>
<p><b>Details</b></p>	<ul style="list-style-type: none"> <li>• There are regular reports and briefings to both Údarás na hOllscoile and the Equality, Diversity and Inclusion (EDIC) sub-committee of Údarás na hOllscoile on the Consent Framework.</li> <li>• These take place through the regular quarterly reports from the Vice President ED to both EDIC and Údarás na hOllscoile.</li> </ul>
<p><b>Comment</b></p>	

Section C: Institutional Processes - Policy	
<b>Framework Outcome</b>	<b>HEIs will provide direct student and staff-facing activities including workshop/classes that promote an understanding of consent; student understanding and skills for speaking up and calling out unacceptable behaviour.</b>
<b>Sample Indicators</b>	<ul style="list-style-type: none"> <li>• % of incoming first-year students to have received training on consent/ harassment/sexual misconduct.</li> <li>• % of all students to have received training on consent/harassment/sexual misconduct.</li> <li>• % of students' union representatives to have received training on consent/harassment/sexual misconduct.</li> <li>• % of staff to have received training on consent/harassment/sexual misconduct.</li> <li>• % of staff in management positions (including heads of school/ departments, programme directors) to have received training on consent/harassment/sexual misconduct.</li> </ul>
<b>Institutional Indicator(s) (if different)</b>	•
<b>Status</b>	<span style="background-color: green; color: white; padding: 2px;">achieved</span> <input checked="" type="checkbox"/> <span style="background-color: orange; color: white; padding: 2px;">in progress</span> <input type="checkbox"/> <span style="background-color: yellow; color: black; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: red; color: white; padding: 2px;">no progress</span> <input type="checkbox"/>
<b>Details</b>	<ul style="list-style-type: none"> <li>• Active*Consent workshops have been provided to students using different strategies for several years (through student accommodation, within academic modules, as part of extracurricular programmes). From September 2020 this became an integral component of college-based orientation programmes offered to all First Year students.</li> <li>• Approximately 90% of First Year students took part in an online consent workshop in AY 2020-21. At present in AY 2021-22 the equivalent figure is approximately 20%.</li> <li>• The figures for earlier years (2018-19, 2019-20) is similar to 2021-22, with an estimated total of 35% of all undergraduate students.</li> <li>• A briefing video was designed in 2021 by the Active* Consent team supported by VP for EDI. This was viewed by approximately 400 NUI Galway staff members, representing c.15% of staff members.</li> <li>• Heads of academic departments and administrative units were provided a briefing on this topic in September 2020.</li> </ul>

<b>Comment</b>	<p>Engagement of students in educational programming and training is actively encouraged, attendance is monitored for uptake, and remedial action is taken. We are analysing the organisational factors involved in a reduction in numbers of First Year students taking part in programming between AY 2020-21 and 2021-22. This includes developing stronger links with sports clubs, student societies, and academic programmes.</p> <p>The Active* Consent programme includes several other components besides the workshop for First Year students, including active bystander engagement. Greater integration is required between orientation programming and follow up programming to maximise the impact of this programme.</p>
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<p><b>Framework Outcome</b></p>	<p>Ongoing messaging to disseminate information consistent with the Framework aims for cultural change and awareness.</p>
<p><b>Sample Indicators</b></p>	<ul style="list-style-type: none"> <li>Evidence of awareness campaigns, training, workshops etc. for staff and students including schedule of activities to cover full academic year.</li> </ul>
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li></li> </ul>
<p><b>Status</b></p>	<p> <span style="background-color: green; color: white; padding: 2px;">achieved</span> <input checked="" type="checkbox"/> <span style="background-color: orange; color: white; padding: 2px;">in progress</span> <input type="checkbox"/> <span style="background-color: yellow; color: black; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: red; color: white; padding: 2px;">no progress</span> <input type="checkbox"/> </p>
<p><b>Details</b></p>	<ul style="list-style-type: none"> <li>The Start Here campaign was developed by Active* Consent and supported by the university as an online campaign in Semester 2, 2020-21 to enhance knowledge and understanding of disclosure skills and supports for students.</li> <li>All students at NUI Galway were targeted with paid social media content including static posts and short animated posts.</li> <li>As referred to above, a briefing video for staff was produced and supported through discussion at the all staff meeting in April 2021 and an email from the President of the university.</li> </ul>
<p><b>Comment</b></p>	

<p><b>Framework Outcome</b></p>	<p>HEIs will create and implement an education plan to ensure all staff and relevant students have at least a minimal agreed understanding and capacity to support students; create and implement a training plan for staff and students who contribute to initiatives and services.</p>
<p><b>Sample Indicators</b></p>	<ul style="list-style-type: none"> <li>All Staff/Student Education plan in place.</li> <li>Training plan for relevant staff/students in place (e.g. staff with involvement in pastoral care of students, support services staff, staff in management roles, students’ union representatives).</li> </ul>
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li></li> </ul>
<p><b>Status</b></p>	<p> <span style="background-color: #28a745; color: white; padding: 2px;">achieved</span> <input type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;">in progress</span> <input checked="" type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: #dc3545; color: white; padding: 2px;">no progress</span> <input type="checkbox"/> </p>
<p><b>Details</b></p>	<ul style="list-style-type: none"> <li>Goals for student and staff education are clearly identified in the institutional Action Plan.</li> </ul>
<p><b>Comment</b></p>	<ul style="list-style-type: none"> <li>Further steps to take place to transform current levels of activity into a strategic approach to planning include integrating distinct initiatives into tiered levels of engagement, from awareness to general training and specialized preparation.</li> </ul>

<b>Framework Outcome</b>	HEIs will create and implement a system for measuring effectiveness of initiatives.
<b>Sample Indicator</b>	<ul style="list-style-type: none"> <li>• HEI system in place to measure effectiveness of framework related training and activities.</li> </ul>
<b>Institutional Indicator(s) (if different)</b>	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Status</b>	<span style="background-color: #28a745; color: white; padding: 2px;"><i>achieved</i></span> <input type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;"><i>in progress</i></span> <input checked="" type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;"><i>planned</i></span> <input type="checkbox"/> <span style="background-color: #dc3545; color: white; padding: 2px;"><i>no progress</i></span> <input type="checkbox"/>
<b>Details</b>	<ul style="list-style-type: none"> <li>• Feedback is invited from participants on consent workshops and education.</li> <li>• Student surveys are carried out as a basis to identify changes in knowledge and awareness.</li> </ul>
<b>Comment</b>	

HEI Progress on Implementation of the Framework for Promoting Consent and Preventing Sexual Violence

<p><b>Framework Outcome</b></p>	<p>HEIs will provide accessible, trauma-informed services; for supporting student and staff disclosure, reporting and complaints, and for counselling and advocacy.</p>
<p><b>Sample Indicator</b></p>	<ul style="list-style-type: none"> <li>Evidence that services are trauma-informed</li> </ul>
<p><b>Institutional Indicator(s) (if different)</b></p>	<ul style="list-style-type: none"> <li></li> </ul>
<p><b>Status</b></p>	<p> <span style="background-color: #28a745; color: white; padding: 2px;">achieved</span> <input type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;">in progress</span> <input checked="" type="checkbox"/> <span style="background-color: #ffc107; color: white; padding: 2px;">planned</span> <input type="checkbox"/> <span style="background-color: #dc3545; color: white; padding: 2px;">no progress</span> <input type="checkbox"/> </p>
<p><b>Details</b></p>	<ul style="list-style-type: none"> <li>Students and staff can access community services including the GRCC.</li> <li>1 Student Counselling Service staff member has specialised training and experience in sexual violence / harassment.</li> <li>The First Point of Contact training programme for student leaders and staff members is rolling out in 2022 designed to enhance disclosure skills and capacity building for championing culture change.</li> <li>Policy review project supported by the university is intended to review and advise on changing policies from a trauma-informed perspective.</li> </ul>
<p><b>Comment</b></p>	