



Enough is Enough

Project Report 21-2

YEAR ONE

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Abstract

This has been the first of three years of agreed funding between the University and the Student Union for a part time staff member to run the Enough is Enough campaign. This has helped cement the core aims of Enough is Enough, namely student education and student access to support and reporting options. Our base of workshop facilitators, active student community and external stakeholders has come together to create a culture of consent and a commitment to the outcomes set out in the SGBV policy.

The main obstacles faced in this first year were poor operational management on the university's side (errors in timetabling, scheduling and general lack of messaging) and rebuilding the student community after returning to campus. This turn led many students to miss their assigned workshops and become disillusioned and disinterested in the campaign. Despite these challenges (which are now being directly addressed), we are proud that over **two thirds (73%) of the incoming student population attended their Enough is Enough workshop or their survivor specific workshop**. Of those students who opted out of their mandatory workshops, a number attended survivor specific workshops and support spaces. The feedback from which was overwhelmingly positive: participants consistently reported that they found the group helpful, that it felt safe and welcoming, and helped them complete their academic studies. The work done by the community of facilitators, welfare contacts and community members has been spectacular, and the initiative has rooted itself in the values of the students who run it and will continue to grow in their image.



1.0 Introduction

We are reaching the end of the first academic year of funding within the 3 year proposal agreed with the University. The purpose of this expansion of the project is to embed Enough is Enough as an integral element of the SOAS curriculum and culture.

The following report will outline the specific aims set out in the original project proposal and demonstrate what progress has been made regarding each objective. Our work this year has involved engaging with the student community to develop a 'consent culture' on campus. To achieve this we have run mandatory anti-harassment workshops, survivor support workshops, increased our presence in student spaces, and held awareness raising events. Along side this we have streamlined the support infrastructure, by improving the range, visibility, and access to support available to survivors of Sexual and Gender Based Violence (SGBV) in the student body.

This report will detail the progress made in this period as well as outlining recommendations for future work. Recommendations will mirror the aims set out in the original 2020 project brief.

2.0 Background

Enough is Enough (EiE) is a campaign which tackles issues around sexual and gender based violence. In the academic year 2013/14, students passed a Union General Meeting motion in support of the National Union of Students campaign 'I heart consent' which the SOAS Student Union team then developed into the 'Enough is Enough' campaign. In 2015/16 the SOAS Board of Trustees agreed to funding across 5 years for the SU to deliver mandatory consent workshops for all SOAS students. A total of £65,000 over 5 years was agreed to fund this work. We now provide consent workshops for all incoming students, and usually run a welfare contact program which trains people to be active bystanders and aims to create a consent culture on campus and beyond.

The key piece of work carried out through the Enough is Enough campaign are workshops delivered during the Welcome period for all incoming SOAS students. These are peer-led sessions, with students trained as workshop facilitators, and coordinator and the SU officers coordinating the programme delivery. The workshops aim to educate SOAS students on SGBV to develop a consent culture at SOAS with an understanding across all students of acceptable behaviour, of the procedures for reporting and sources of support. The workshops are designed to look at SGBV from an intersectional, survivor-centred perspective. Alongside this programme the SU also works with a specialist survivor-led organisation Not the Only One to deliver survivor-specific workshops and on-going group support, so that survivors have a safe and appropriate place to discuss their experience of consent and their support needs throughout the academic year. This includes specialist survivor workshops tailored for/to women, LGBTQIA+ students and students of colour.

In 2020/21, as part of the development of the SOAS SGBV Policy, SOAS undertook a review with Empowered Campus. Empowered Campus made a recommendation for a whole community, peer-to-peer training programme (Tier 1) for consent culture, bystander intervention, student leadership and allyship. This is a recommendation to learn from the work carried out by SOAS SU through Enough is Enough and to take it forward.

In 2021 the Office for Students published a set of Expectations they have of HE institutions in relation to harassment and SGBV. These include:

- Collaboration with students' unions, or other relevant student bodies, and student representatives to deliver a clear and consistent message to students, staff and visitors that harassment and sexual misconduct will not be tolerated.
- Training made available on an ongoing basis for all staff and students to raise awareness of harassment and sexual misconduct with the purpose of preventing incidents and encouraging reporting where they do occur. For example, this may include covering areas such as bystander initiatives, consent and receiving and handling disclosures.

As a result, the SU and Enough is Enough coordinators developed a report reviewing the work of Enough is Enough and a proposal for the future in light of the Empowered Campus consultation and new SOAS SGBV Policy (approved by Executive Board in November 2020). Last year, the Institution approved the proposal, agreeing to increase the funding agreement for three years and recruit a member of staff in the SU to oversee and expand the initiative. This position was filled in the beginning of the academic year 2021-22. The position is contracted for three years with a 40k a year budget inclusive of coordinator salary, training, facilitators pay and any other additional cost; more of which are highlighted in the finance section of this report.

3.0 What are the project aims?

The aims of this project set out in 2020 were as follows:

- Raising awareness of SGBV on campus & educating students about consent
- Informing students of reporting systems and support available at SOAS
- Understanding the structures that uphold a 'rape culture' and how this perpetuates SGBV on campus
- Giving students the tools to create a 'consent culture' on campus and in their lives off campus

Agreed outcomes from beginning of 3 years funding starting 2021:

1. Raising awareness of SGBV on campus & educating students about consent
2. Informing students of the reporting systems and support available at SOAS
3. Educating students on the structures that uphold 'rape culture' and how this perpetuates SGBV on campus and beyond
4. Giving students the tools to create a 'consent culture' on campus and in their lives off campus

4.0 How was the project implemented?

4.1 Raising awareness of SGBV on campus & educating students about consent

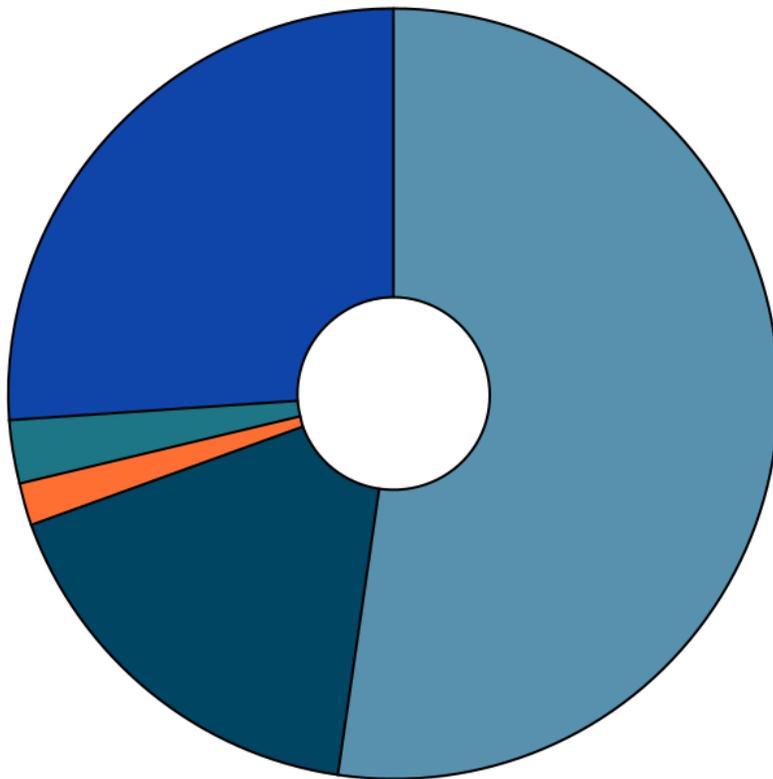
a. Enough is Enough Workshops

- This is the key element of education in the Enough is Enough campaign. Workshops were rolled out throughout the year with the majority of sessions happening at the beginning of semester 1.
- The training is framed around how to be an active member of the SOAS community, with the understanding that we all share a responsibility in creating a culture of consent.
- The workshops consist of four sections:
 - Explaining the current picture of what SGBV looks like at universities
 - Debunking myths around rape culture
 - Bystander intervention training: how to safely disrupt problematic behaviour
 - What are the best ways to report and access support at SOAS?

Key Statistics:

- **2,342 attended workshops or were approved to opt out for reasons of emotional distress or harm caused.**
- **858 failed to attend a workshop or seek opt out options.**

Student Attendance



- % Attended Mandatory Workshop Semester 1
- % Attended Mandatory Workshop Semester 2
- % Attended Survivor Specific Workshop
- % Approved Opt-Out of all workshops
- % Failed to attend any workshop

Student numbers	Required attendance	Mandated Workshop Attendance	Approved Opt Outs	Attendance Survivor Specific Workshop	Failed to attend any workshop
Semester 1	3,200 over both semesters	1720	53	37	858 over both semesters
Semester 2	""	563	34	22	""

4.2 Understanding reporting systems and support available at SOAS

a) Survivor workshops

External initiative 'Not The Only One' provided consent workshops for survivors of any form of sexual and domestic abuse. These workshops offered a space for students who are survivors and might choose to opt-out of their mandatory workshop to prevent emotional distress or harm, or to have the opportunity to explore consent in a safer space where they can meet other survivors.

Not the Only One

Not the Only One is a unique initiative for students who have experienced sexual violence at any point in their life, including child sexual abuse. Their work is survivor-led and co-developed with students at a range of universities. This year at SOAS they offered a series of consent workshops as part of Enough is Enough, including workshops specific for student groups such as 'Women Only' 'People of Colour Only' and 'LGBTQIA+ Only'.

How did they go?

These workshops were seen by those in attendance as a success.

Feedback:

- 100% of those who attended stated that it was very important that the identity workshops were identity specific spaces
- 100% of those who attended stated it was very important to them that the workshops were run by survivors
- When asked if the workshops were helpful, 1 being unhelpful, 5 being very helpful all respondents ranked the workshops 4 and 5
- When asked if they felt comfortable in the environment, 5 being very comfortable, all respondents gave answers for 4 or 5.

b) Website streamlining services

- Centralised all support and reporting options to the [Survivor Support page](#) on the Student Union website.
- This offers students a hub of information available to them if they require it regarding anything related to SGBV, harassment, reporting or supporting options. The page has increased student traffic on the SU Website Support Widgit.
- Students had previously reported to Not the Only One that they struggled to find the information relevant to them on the SOAS websites.



[Support](#)>[Survivor Support](#)

survivor support

[Enough is Enough Initiative](#)

[Your Support Options](#)

[Your Reporting Options](#)

c) Student Safety Survey

- We are currently running a survey to better understand how students access support services, whether they feel comfortable reporting and what the general rates of harassment are on campus.
- So far 94 students have responded.
- The survey closes 1 May 2022.
- The results will be published before the beginning of the academic year 2022-23.

4.3 Understanding the structures that uphold a 'rape culture' and how this perpetuates SGBV on campus

- Awareness raising and educational events like previously outlined **see 1.2**
- Reviewed and refreshed workshop content between semester 1 and 2 to be more community oriented. The changes were made based on student & facilitator feedback.

4.4 Giving students the tools to create a 'consent culture' on campus and in their lives off campus

a) Survivor Support Group

- Not The Only One is providing a survivor support group in collaboration with the SU, which started this January. The survivor support group aims to create a space where survivors can come together, share experiences, and explore themes which affect them while also supporting and being supported by each other over an extended period. It is open to students of any gender who have experienced any form of sexual violence, including sexual abuse in childhood. Our current support group is the 5th annual group Not The Only One is running at SOAS, since our pilot group was run in the academic year 2017-18.
- Our current support group will end in term 3. Feedback will be available then. Feedback from previous years was overwhelmingly positive: Participants consistently reported that they found the group helpful, that it felt safe and welcoming, helped them complete their academic studies, as well as to feel better about themselves, cope when things were difficult, feel less isolated, and more confident in accessing further support. Students also emphasised that it was important for them that the group was facilitated by survivors.

b) Welfare Contacts

- This year we revitalised the Welfare Contact initiative designed to offer visibility and support at student events. Welfare contacts provide a safe port of call for those who need it on a night out. The contacts attend all

Late Licence events in the SU and can be requested by any SOAS society to attend their events for free. They are trained in active bystander intervention through an external organisation Cradle Community and with our partners Not The Only One. Bystander intervention training is increasingly recognised as a powerful method for addressing and effectively preventing SGBV in university settings and beyond,¹ as recommended by Empowered Campus and the Office for Students in 2020/21.

Key Statistics:

- **We currently have 15 trained and active Welfare Contacts**
- **We have 20 more awaiting training for the next academic year**

c) Supporting student led ideas:

- Work with womens officers on GBV Awareness Week
- Work with feminsit society to put on events
- Current collaborative relationship between the Enough is Enough Coordinator and the Sabbatical Officers of note the Equality and Liberation Officer and the Welfare and Campaigns Officer
- Ensuring the initiative remains centred around peer education and student led ideas
- Work with facilitators to support them and hear their feedback on the campaign
- Student involvement in the campaign more widely through newsletter and mailing list.

¹ Universities UK (2016). *CHANGING THE CULTURE: Report of the Universities UK Taskforce examining violence against women, harassment and hate crime affecting university students*. P.111.



5.0 Key areas of development

5.1 Registry and scheduling

Challenges Faced:

- There were huge difficulties with the roll-out of workshops. Registry were unable to place workshops in student timetables ahead of the semester causing a three week delay in roll out. This reduced attendance and caused significant anxiety amongst students who were told the workshops were mandated but couldn't find out how to attend, and facilitators who had to rearrange their sessions and availability at short notice.
- Lack of accountability and communication between the SU and IT. Multiple agreed deadlines were broken.
- Once they were eventually scheduled they were registered in person when they were supposed to be online causing more confusion and anxiety for students and facilitators
- The Zoom account used was unable to host more than one workshop at a time meaning our roll out had to be extended into the next semester.

Improvements made:

- Communication about next year has already begun with Registry
- New member of registry is the point of contact
- Accountability through SU-Registrar relationship.

Improvements to be made:

- SOAS advertisements to prospective and incoming students to include Enough is Enough content to increase legitimacy of initiative
 - Updating the course pages on the School's site to include consent workshops in course structure

- Registry and IT to be included in EiE planning during August to set out expectations

5.2 Student Attendance

Challenges Faced:

- Workshop attendance was low in the second semester.
- Events gained traction but often have very small turn out.
- Returning to campus after the pandemic has meant that students are still adjusting to being back on campus and spending time in SU spaces which has had an impact on event turnout and participation in SU activities which hopefully will increase next year.

Improvements made/to be made:

- Communication with registry and timetabling has begun for the academic year 2022-23 in order to avoid scheduling problems faced previously
- Facilitators are being recruited currently to ensure sufficient numbers to hold the expected number of workshops
- Recommendation for SOAS to make the workshops a mandatory module that students have to complete in order to graduate to improve student attendance and the legitimacy of the initiative.

5.3 Access to support

Challenges faced:

- Students don't access support and often don't trust in the support available.
- Students have difficulty in finding information on how to access support.
- Significant reporting gap between anecdotal student experience and formal reporting structures
- Students don't seem to trust the institution will support them (See student safety survey launch summer 2022)

Improvements being made:

- Expanded external relationships so students can access specialist services which are not associated directly with the University or the SU and will therefore be more trusted.
- Maintaining and building the relationship between SOAS Student Advice and Wellbeing and the SU so the SU can give feedback from students which informs SAaW's policies and services.
- Establishing effective channels of communication for the SU to receive feedback and be held accountable by students who need specific types of support through SU networks, societies and the students involved in Enough is Enough.

5.4 Mainstreaming workshops

Challenges faced

- Previously, the workshops concluded with a section on understanding reporting systems and support available at SOAS, but we felt after student feedback and our yearly content review that not enough time was being allocated for students to process this and ask necessary questions.

Improvements being made:

- After student feedback we decided to review the content of the workshops
- This year in reviewing the content for our mainstream workshops, we decided to streamline the content so that it is more focused on understanding reporting systems and support available at SOAS. This was previously left toward the end of the workshops where students had already taken in a lot of information. Embedding this information from the beginning we hope will boost retention and increase awareness of the options students have at SOAS.

5.5. Student-led spaces

- Redevelopment of EiE into a student led campaign (not SU led). This is so that the campaign can adapt to evolving student needs and concerns, as well

as create a sense of community and collective accountability in creating a consent culture on campus.

- Collaboration of EIE with other society groups and student networks in order to be informed by the needs of different communities / groups of students

6.0 Facilitator and Stakeholder feedback

Feedback from Facilitators

Experience as workshop facilitators:

- **100%** of respondents felt supported by their fellow facilitators and Enough is Enough coordinator
- Further support would look like more peer led feedback to improve workshop delivery and increasing facilitator numbers for more reliability as a team.
- 100% of the respondents felt they were making a difference and would continue as workshop facilitators in future.

Relationship with the structures of governance:

- 100% of respondents perceived the SU to be moderately involved and invested in the campaign
- 100% of respondents perceived the University as not involved or invested in the campaign.

Challenges faced:

- The biggest challenges the respondents faced were **technical scheduling issues** and **unresponsive students**.
- The question of how to sustain engagement across more than just first year students was raised by several respondents.

Feedback from Not the Only One, our external partners

Our experience of working with Heather Farley was overwhelmingly positive. Their knowledge of the topic and issues faced by survivors was impressive. They were very attentive to detail and skilled in trauma-informed practices, which meant any processes or spaces offered to us were survivor friendly. They were very responsive and often

anticipated our requests before we had to make them. All of this meant we felt confident referring students to Heather, which we do not feel at this same level for other services offered by the School.

At its core, sexual abuse is an abuse of trust and many survivors will have felt let down by individuals and institutions when disclosing and seeking support. Students need to be supported in rebuilding their trust with individuals and with institutions.

It is therefore crucial for survivors to feel safe and supported by SOAS that the School's commitment to them be continuous and not renegotiated every year. Undergraduates and PhD students need to know that they can expect the same level of support each year. Master students need to know that SOAS has been providing support to survivors on an on-going basis, and not through sporadic events.

Consent workshops, especially survivor ones, are often the first place survivors realise they are survivors, and/or disclose their abuse, and/or realise there are others survivors who experience the same day to day reality. Tellingly, this has been our experience in almost all the workshops we ran for SOAS this year. It is important that SOAS follow through on this crucial moment for survivors by offering different support options.

To this aim of supporting students on an on-going basis, we make the following recommendations to SOAS:

- 1. There should be multiple avenues of support for survivors at SOAS, not limited to counselling. SOAS has already put in place a lot of that support, but it is not correctly advertised to survivors.*

Over 80% of students who gave feedback on the survivor consent workshops said they would or might be interested in attending a survivor space in the future. We would encourage SOAS to continue to offer these, as they have through their partnership with us, and to develop them further.

- 2. There should be one person/office responsible for overseeing support available for survivors and for directing students who need help to the relevant services, whether these be internal or external.*

We ourselves have struggled to find relevant information on the support available at SOAS. We have heard from students in our workshops that they are either not aware of it or struggle to access it. When they have asked for information or support, especially on mitigating circumstances or extensions linked to trauma, they reported to us that they did not get the adequate responses they were looking for. This has meant that we were not confident when referring students to further support at SOAS that this would be in their best interest.

- 3. The member(s) in that office should be permanent so that students are given the time to develop relationships of trust, which is crucial to make survivors feel safe and enable them to grow throughout their journey.*
- 4. Similarly, the organisations that SOAS works with for survivor support should not change from year to year.*
- 5. We would also encourage SOAS to provide survivor support specifically for PhD students who often do not feel at ease in undergraduate and master spaces.*

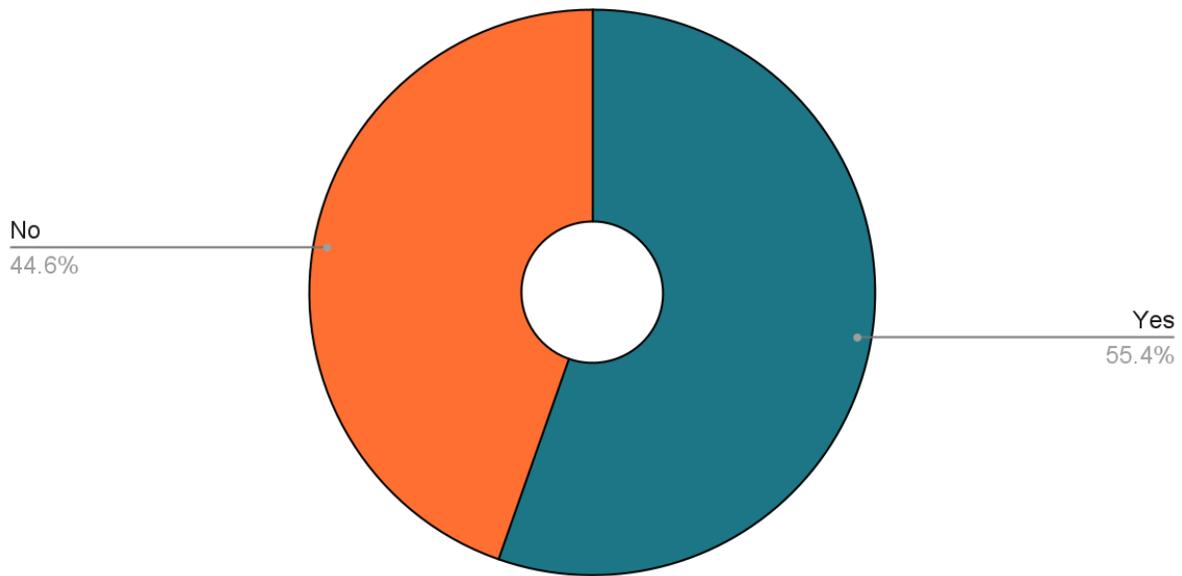


7.0 Student feedback

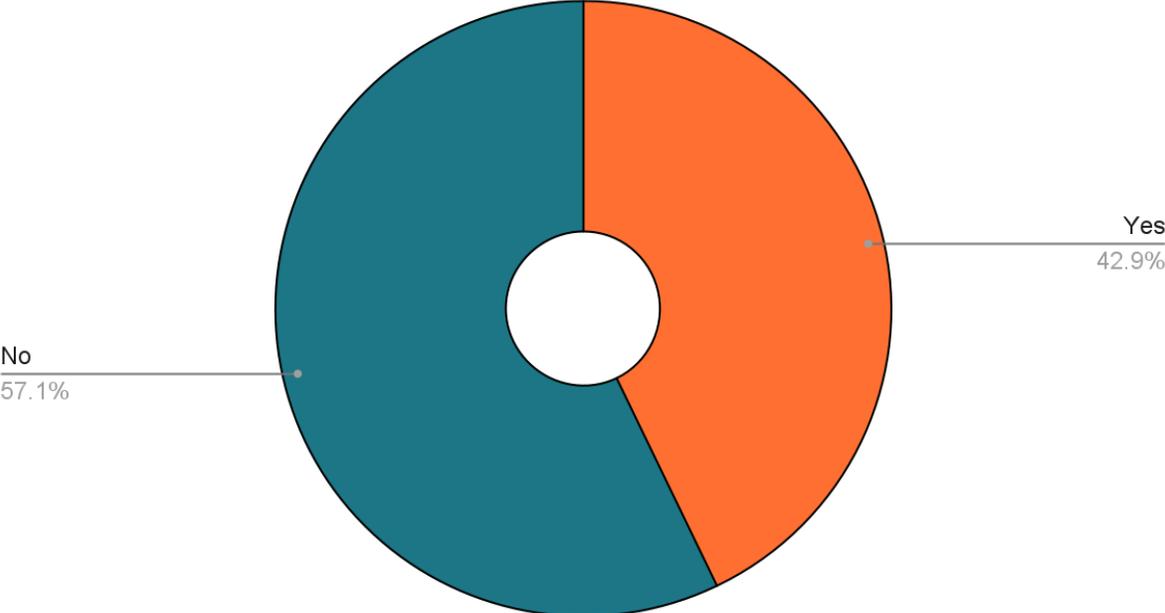
A full report into student experiences of safety and their access to reporting and support at SOAS will be launched this summer. The following data are the relevant highlights drawn from that research.

Key statistics: 20% of students respondents have experiences some form of harassment at SOAS

Do students who have witnessed or experienced harassment know how to access support at SOAS?

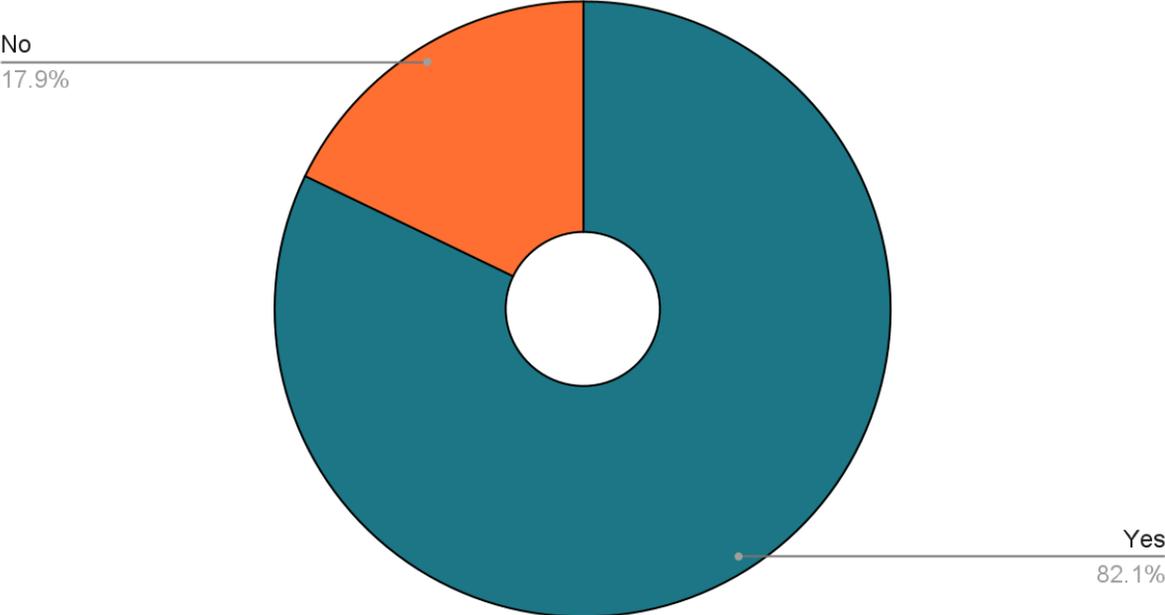


Do students feel comfortable reporting harassment at SOAS?



Of the respondents who attended an Enough is Enough workshop (86%), a significant majority stated that they found it beneficial and learned something by attending.

Did you learn something beneficial at this workshop?





8.0 Finance

The financial commitment to Enough is Enough has been renewed for the next three years. The university has agreed to funding 40k a year for these three years which will include the coordinator salary, facilitators wages and relevant training. See below for a more intricate breakdown of these numbers.

General Costs Breakdown

Staff Wages: SU EiE Co-ordinator	£8079.83
Staff Wages: Facilitators	£7761.87
Other costs	£2919.97
Total	£18,761.67

“Other Costs” Breakdown

Facilitator Training	£480
Welfare Contact Training	£280
Survivor-specific workshop facilitators	£860
External Stakeholders (e.g. Public Speakers, Expert Consultants)	£425

Marketing	£300
Welfare Contacts' Taxi Fund	£249.80
Student-run Events	£64.59
Miscellaneous	£260.60

9.0 Recommendations

From what we have observed this year and from the feedback we have received from facilitators, Welfare Contacts and students alike our key recommendations are as follows:

1. **Clarity for students.** It needs to be made clear that the consent workshops form *one part* of the Enough is Enough campaign. This should be obvious from the first point a student interacts with it (promotional videos, to enrolment, websites, campaigns panels), including during the workshop itself.
 - a. Have a campaign core to work with the Enough is Enough Coordinator to develop year-round events, activities and campaigns around creating a consent culture on campus.
2. **Communicating the campaign to students.** There needs to be clear and consistent communication about the campaign and the workshops from the SU and the School throughout the academic year.
3. **Commitment to institutional integration.** The commitment of resources, accountability and responsibility beyond the SU to the whole institution to increase efficacy of the initiative.
 - a. For SOAS to make the workshops a truly mandatory module that students have to complete in order to graduate, for the purpose of ensuring student attendance and the legitimacy of the initiative and therefore its impact.
 - b. Have the work of Enough is Enough and the EiE Co-Ordinator be more integrated into School-wide work on SGBV policy, EDI commitments, the upcoming Student Mental Health Strategy, disciplinary cases and training.
4. **Institutional commitment.** The project is SU run but needs a serious commitment of administrative support (IT and Registry) from the University as well as for the School to be held accountable to its role in supporting institute-wide culture shift.
5. **Student training.** Student leadership training should be designed for increased responsibility for leaders of the community. We would recommend that a specific workshop/handbook is designed and provided to student leaders at the start of first semester.

6. **Staff training.** All university staff, academic and professional, should be given active bystander intervention training and be educated on what support is available in order to better improve student access to support and reporting options available.
7. **Support for students who have experienced harassment.** According to our survey, over half of students who say they have experienced harassment on campus say they do not know how to access support at SOAS.
 - a. The School should develop an awareness campaign of the support spaces they have on campus, as well as the work they are doing to support student mental health and students who experience harassment on campus.
 - b. We have begun to develop a relationship with Brave Space Collective,² a SU-led movement to transform SGBV and race-related complaints processes at universities. They are currently trialling professionally facilitated group support sessions to students who are undergoing a complaints process at Goldsmiths' and Cambridge. Their work would be invaluable at SOAS for those students who might want outside support during the complaints' process.

² <https://www.bravespacecollective.org.uk/>

10.0 Conclusions

With a paid member of staff as the Enough is Enough coordinator, the initiative has become more sustainable. The leadership of a consistent figure enables the community to grow and consistency of its messaging. Furthermore the foundations have been laid to expand the campaign beyond just the mandatory Enough is Enough workshops towards more student-led and community oriented engagement. Looking to the future, Enough is Enough is determined to embed a sense of community among SOAS students that empowers bystander intervention and resultantly decreases all forms of harassment.

The upcoming Student Safety Survey Report and feedback collated in this report will keep the initiative student-led and allow us to improve our services based on how students perceive their own safety, access to support and historic experiences within the institution. From here Enough is Enough will be better equipped to combat the challenges students themselves face.

At SOAS, students care deeply about their community, and it is our job to continue to engage, educate and inspire them to safely challenge discriminatory behaviour, acts of harassment and all forms of misconduct. Through this, we are and will continue to improve students' safety at SOAS.

We must, however, recognise that the School and the campaign share the same goal: a campus free of sexual and gender-based harassment. This includes better support for students undergoing complaints, robust resources which are properly advertised, funded and managed, and ultimately collective responsibility as a community. This looks like institutional action towards creating a consent culture on campus that reaches beyond students into the faculty, professional services and senior management teams. As such, the School should look to make the best use of the position of Enough is Enough Coordinator and their expertise in order to best integrate the campaign's evolving concerns and goals into School-wide conversations around SGBV.