

- UNDERSTAND
- RESPOND
- PREVENT

A TOOLKIT
FOR ALL
NIGHTLIFE
WORKERS

Creating Safer Licensed Premises

LET'S END GENDER-
BASED VIOLENCE



FOR SAFER
NIGHTLIFE



WHAT IS...

Sexual Harassment?

It's unwanted behaviour (words or actions) of a sexual nature that could create an intimidating, hostile or degrading environment and make someone feel uncomfortable.

Harassment can be one-off or repeated, targeted at one person or the whole room. It could look like:

following • staring • leering • inappropriate 'jokes' • shaming
• creepy comments • flashing • not taking 'no' for an answer
• comments or actions that target someone's (actual or perceived) sexuality • taking photos or buying drinks without consent • predatory behaviour targeting drunk or high people • catcalling

WHAT IS...

Sexual Assault?

It's the sexual touching of one person by another without a reasonable belief in their consent. It might look like groping, grabbing or rubbing up against someone, or touching any part of their body in a sexualised way.

All these behaviours could be illegal or unlawful under the Sexual Offences Act 2003, Equality Act 2010 or Public Order Act 1986.

Who does this happen to?

It can happen to anyone, but statistics show that women are the most likely to experience sexual harassment, assault and abuse, along with LGBTQ+ people. Perpetrators are overwhelmingly most likely to be men. This reality is linked to gender inequality in wider society, and is rooted in power and control, not sex or flirting. **The only person responsible for sexual harassment or assault is the person *choosing* to harass others.**

A 2017 YouGov survey showed 63% of women aged 18-24 had been subjected to inappropriate comments, unwanted touching and groping on nights out, as had 26% of men. By challenging unacceptable behaviour where you work you are part of the solution.

Consent and the Law

Consent means we give permission or agree to do something. **A person can consent when they are free to choose and have the *freedom* and the *capacity* to do so.** If they're feeling threatened, pressured or scared, they're not really free to choose to do something sexual. If someone is very drunk or drug affected, the law says they may not be capable of giving consent. **Remember: alcohol is the most common drug used in drink spiking.**

What might stop someone from coming forward?

There are many barriers to seeking support after an experience of sexual violence on a night out, including...

- Fear of not being believed or being blamed
- Fear of the harassment escalating
- If it's our workplace, fear of losing job
- Unsure if it's 'serious enough' to report
- Don't want to appear vulnerable
- Worried they will experience discrimination when reporting
- Want to seem 'easygoing'
- Feeling degraded and humiliated
- Are drunk or drug affected

How can you make it easier for someone to tell you they are being harassed?

Creating an environment where people feel able to speak up when they feel uncomfortable can take many forms. Here are a few ideas...

- Clear, consistent consequences for inappropriate behaviour
- A friendly face on the door and bar
- Regular training for the whole team including security
- Prioritising LGBTQ+ inclusion and awareness
- A diverse team so customers see themselves represented in your team
- First aid and water points
- The option to speak in a quieter area
- On site posters and online comms that explain your policies and procedures and encourage reporting

How should I respond?

*The first thing
you say is vital...*

1

Try this opener:

- BELIEVE** “Thank you for sharing what happened.”
- VALIDATE** “That is not okay.”
- EXPLAIN** “I’m going to do what I can to help.”



2

Then make sure you:

- CHECK** you’ve understood what you’ve been told
- ASK** about any injuries or needs they may have
- INFORM** your manager or supervisor immediately
- RECORD** what you were told in your incident book



What should my place of work have in place?

We have divided the work each premises should do into seven key safety standards. Which of these does your premises already have in place?

1 POLICY FIRST

Enact a policy for dealing with and preventing sexual harassment and assault. Make sure customers know about it and staff can follow it. It should be published on your website. Good Night Out offers template policies as part of our accreditation programme.

2 SKILL UP

Make sure your team has the knowledge, skills and confidence to respond to disclosures in a compassionate way that prevents further harm. This is best achieved through specialist, interactive training that effectively challenges the misinformation about sexual violence.

3 START THE CONVERSATION

Let your customers know about your values, both on-site and online. Demonstrate that there will be consequences for inappropriate behaviour in your space, that reporting is encouraged and that those who speak up will be believed, supported and listened to. Ensure you have appropriate posters on site.

4 KEEP A RECORD

Staff should know the location of your incident book and how to use it. Ask your licensing officer for advice on information sharing and making reports. Find out where your local sexual assault support service and signpost to them.

5 BE PRACTICAL

Where can you designate a 'quiet/er space'? Find somewhere people can go for a time out, chill out or talk through an incident away from the main area and make sure staff know of it. Do staff know your policy on booking a taxi for a customer? Make it clear to all.

6 CHAMPION ACCESS FOR ALL

Nobody should feel excluded from nightlife because of who they are. Offer a gender neutral bathroom provision on site, or make clear that you are committed to working towards this. We have a special toolkit on this topic available at toilets.goodnightoutcampaign.org Undertake an 'access audit' with our partners at Attitude is Everything to increase disabled access.

7 PROMOTE CONSENT CULTURE

No single premises can end sexual harassment and assault by itself, but nightlife spaces have a huge role to play. How can your bookings, lineups, design, marketing and language evolve to create a more inclusive and welcoming environment for every single visitor?

What if this is happening to me?

Whether the harasser is a customer or a co-worker, this is never okay. Sexual harassment is not 'just part of the job' and you are protected in your rights to a safe workplace by both employment law and criminal law, depending on the circumstances.

The law holds employers legally responsible if you are harassed at work and they do nothing to prevent or address it.

What support is available?

Good Night Out Campaign supports nightlife organisations to end sexual violence. We do this through specialist training programmes and accreditation scheme. Practical, legal and emotional support is available from other organisations

Good Night Out Campaign

If you would like to find out more about getting accredited and arranging specialist training for your whole team, please contact us on:

training@goodnightoutcampaign.org

Equality Advice and Support Service

Advice and assistance about any type of discrimination at work

0808 800 0082

(9am-7pm every day)

equalityadvisoryservice.com

Rights of Women Helpline

Employment legal advice to women experiencing sexual harassment at work

Helpline: **020 7490 0152**

(Mon 6-8pm + Tues 5-7pm)

rightsofwomen.org.uk

Hospitality Action Helpline

Support for those working in hospitality facing any kind of difficulties

0808 802 0282 (24/7)

hospitalityaction.org.uk

National Rape Crisis Helpline

For emotional support and info about your local sexual violence support services

0808 802 9999

(12-2.30pm + 7-9.30pm daily)

or online chat via rapecrisis.org.uk

Switchboard LGBTQ+ Helpline

Confidential helpline run by and for LGBTQ+ people





0300 330 0630

(10am-10pm every day)

switchboard.lgbt

Good Night Out Campaign is on a mission for safer nightlife. We believe nights out should be about fun and freedom, not fear.

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NIGHTLIFE**