

# Strategic Plan on Tackling Misogyny & Gender-Based Violence at UCLMS

2022-2023

Report by Rima Chakrabarti

Acknowledgments

UCLMS Staff and Student EDI Committee, Quality Assurance and Enhancement  
Team, Student Support Services.

Central UCL 'Raise and Support' Services

Director of UCLMS, Faye Gishen

Deputy MBBS Programme Leads, Sarah Bennett and Aroon Lal

# Contents

1. Abbreviations	p3
2. Key themes & overview of strategic plan 2021-2022	p4
3. Strategy Plan 2022-2023	p5
4. Appendices	p6-10
<i>Learning events:</i>	
A. EDI-related MBBS sessions	7
<i>Pathway for supporting concerns:</i>	
A. List of key contacts	8
B. Who can students go to for support?	9
C. Role of QAEU at UCLMS	10

# Abbreviations

CPP	Clinical and Professional Practice
EDI	Equality, Diversity and Inclusion
GBV	Gender-Based Violence
MBBS	Bachelor of Medicine, Bachelor of Surgery
QAEU	Quality Assurance and Enhancement Unit
RUMS	Royal Free, University College and Middlesex Medical Student Association
SLT	Senior Leadership Team
SOP	Standard Operating Procedure
UCL	University College London
UCLMS	University College Medical School

# Key themes & overview of strategic plan 2021-2022

Full document- [strategic plan for tackling Misogyny and Gender Based Violence 2021-2022.](#)

Summary of key themes of strategic plan 2021-2022

Key Themes	Target areas	Actions Implemented
Having Open Discussions	Learning events with collaboration from student societies	<ol style="list-style-type: none"> <li>1. New curricular learning events implemented into undergraduate programme <ul style="list-style-type: none"> <li>• YR 1-#ErasetheGrey. Sexpression- Consent and Sexual Harassment Active Bystander Training.</li> <li>• YR 2- Let's talk about Misogyny.</li> <li>• YR 5- Sexism &amp; Misogyny</li> </ul> </li> </ol>
	Incorporating EDI and GBV related content into curriculum	<ol style="list-style-type: none"> <li>1. Establishment of <a href="#">Gender Equality Network</a>.</li> <li>2. <a href="#">Development of Gender Bias Handbook</a>.</li> <li>3. Appendix A: EDI-Related MBBS Sessions in 2021-2022.</li> </ol>
Raising Concerns	Increasing awareness on Raising Concerns	<ol style="list-style-type: none"> <li>1. All years introduction to QAEU.</li> <li>2. Introductory session at RUMS members event during Freshers Week.</li> <li>3. <a href="#">Raising Concerns website</a> updated and <a href="#">contact details of team attached</a>.</li> <li>4. Infographic posters co-created with RUMS.</li> <li>5. <a href="#">Social media promotion on Raising Concerns</a>.</li> </ol>
	Developing pathways for Raising Concerns	<ol style="list-style-type: none"> <li>1. Development of policy document for managing GBV &amp; non-GBV concerns at UCLMS.</li> <li>2. Development of policy document for managing GBV related concerns raised via RUMS.</li> <li>3. Quarterly sessions between QAEU &amp; RUMS.</li> <li>4. Appendix B: Who can students go to for support?</li> </ol>
	Governance	<ol style="list-style-type: none"> <li>1. Staff Training at CPP Training Day- 6<sup>th</sup> January 2022 by Rape Crisis on handling sensitive disclosures.</li> <li>2. UCLMS A-Z Policies on 'Whistleblowing' updated to 'Raising Concerns'</li> <li>3. Monthly sessions with SLT.</li> </ol>

# Strategic plan 2022-2023

## Having Open Discussions

Target Areas	Actions
Learning events with collaboration from student societies	Continue curricular learning events implemented into undergraduate programme across all years.
Incorporating EDI and GBV related content into curriculum	Liaise with UCLMS EDI Committee on identifying topics for discussion at Gender Equality Network events.
	Chair of Gender Equality Taskforce to continue liaising with Gender Equality Network on infographics for Gender bias handbook.
Identify opportunities for cross-collaboration with other institutions.	Chair of Gender Equality Taskforce on national committee for tackling GBV in Medical Education. This will enable areas of good practice to be identified for implementation at UCLMS.

## Raising Concerns

Target Areas	Actions
Increasing awareness on Raising Concerns	Continue <ol style="list-style-type: none"> <li>All years introduction to QAEU.</li> <li>Introductory session at RUMS members event during Freshers Week.</li> </ol>
	Explore training and teaching opportunities on topics raised through Raising Concerns for incorporation into curriculum and wider in UCLMS' affiliated trusts.
Developing pathways for Raising Concerns	Present policy for managing GBV & non-GBV concerns at an UCLMS' Executive meeting.
	QAEU to continue liaising with QAEU on raising concerns process.
Governance	Monthly sessions between QAEU, MBBS Student support and SLT to continue.
	Explore training opportunities for UCLMS Staff including Clinical skills/ CPP and Personal Tutors on managing concerns.

# Appendices

## **Learning events:**

**p7**

A. EDI-related MBBS sessions

7

## **Pathway for supporting concerns:**

**p8-10**

A. List of key contacts

8

B. Who can students go to for support?

9

C. Role of Quality Assurance team at UCLMS

10

## Learning events:

### A. EDI-related MBBS Sessions

YR	Title	Format	Module
1	Cultural & Health	Lecture	IOM
1	Bitesize talk on race equality at UCLMS	Lecture	IOM
1	#ErasetheGrey	Lecture	IOM
1	Consent & Sexual Harassment	Lecture & Workshop	IOM
1	Active Bystander Training	Asynchronous learning	IOM
1	Discrimination, microaggressions and everyday isms	Async prep and lecture	University Citizenship & Global Awareness (Week 2)
1	Race and LGBTQ+ health inequalities	Lecture	University Citizenship & Global Awareness (Week 7)
2	Justice, Ethnicity and Health	Async lecture and CPP seminar	CPP: Professionalism (Term 1)
2	Let's talk about misogyny	Lecture	Consolidation, Integration and Feedback Week A
2	LGBTQ+ health: Gender and Healthcare	Lecture	CPP: Professionalism (Term 2)
4	Introduction to inclusive history taking	Async prep and lecture	IOM
4	Disability/mental health	Lecture	IOM
4	My personality; My leadership	Seminar	CPP: Professionalism (Block 3)
5	Sexism and Misogyny	Lecture & Workshop	IOM
5	LGBTQ+ health: Being an inclusive doctor:	Lecture and seminar	CPP: Ethics & Law (Module B)
5	FGM	Lecture and seminar	CPP: Ethics & Law (Module B)
5	Domestic Violence & Abuse	Lecture and seminar	CPP: Ethics & Law (Module B)
5	Sexual Violence	Lecture and seminar	CPP: Ethics & Law (Module B)



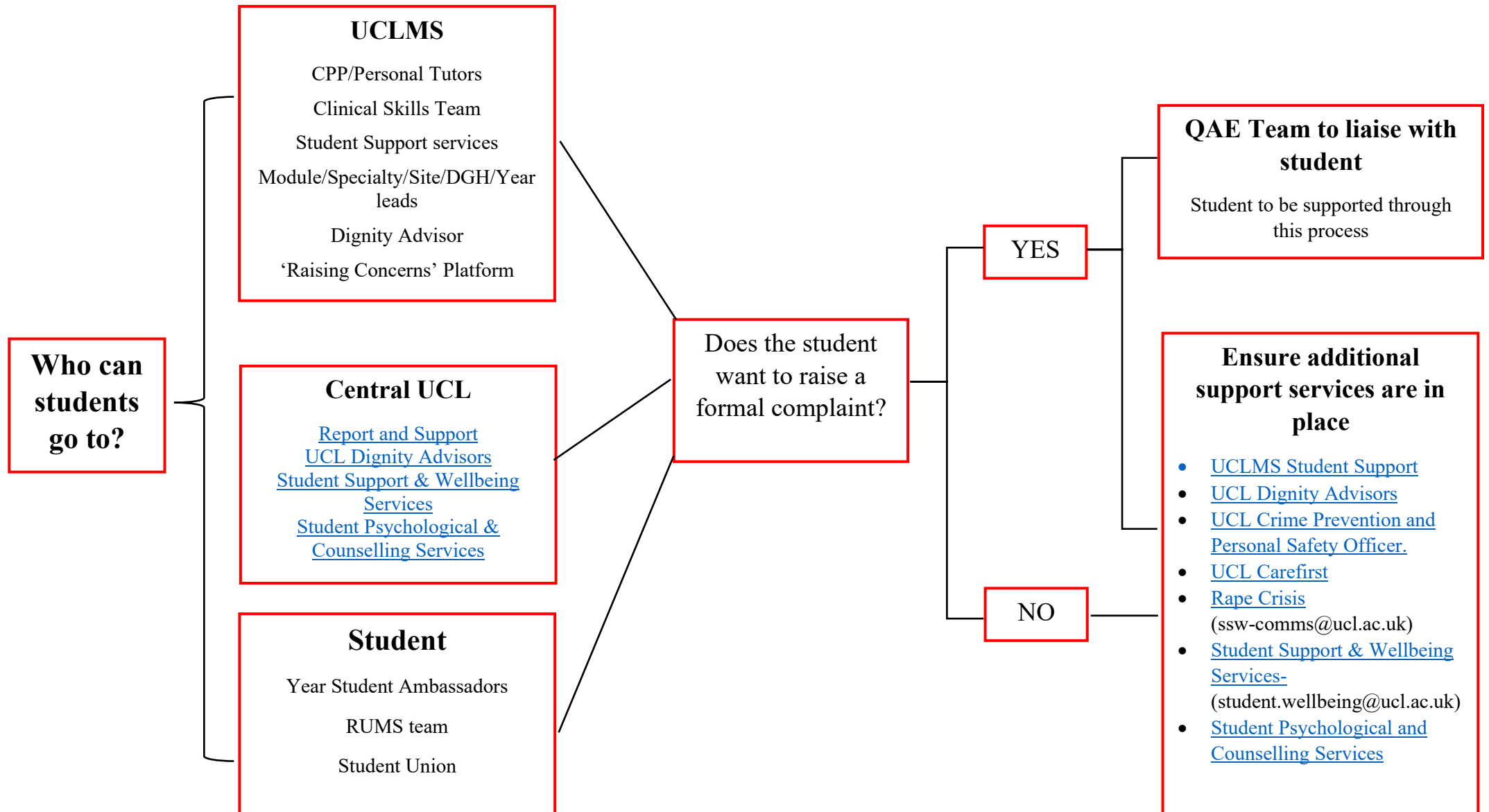
## Pathway for supporting concerns:

### A. List of Key contacts

<b>Quality Assurance and Enhancement Unit</b>	
Academic Lead	Mr John Hines
Associate Lecturer	Dr Victoria Cowling
Head of MBBS Management CPP & QAEU	Ms. Izzie Jay
Manager	Ms. Nuala Myles
CPP and Quality Assurance Administrator	Ms. Maylani Appasamy
<b>Senior Leadership Team</b>	
Director of UCL Medical School	Professor Faye Gishen
Deputy Lead for MBBS Programme (Years 1-3)	Dr Sarah Bennett
Deputy Lead for MBBS Programme (Years 4-6)	Dr Aroon Lal
<b>MBBS Management Team</b>	
MBBS Divisional Manager	Ms. Emma Grant (secondment cover for Mr Lee Standen)
Head of MBBS Management	Ms. Gaynor Jones
Head of MBBS Management CPP and QAEU	Ms. Tor Wright
<b>HR Business Partner</b>	
Faculty of Medical Sciences	Charles Marson

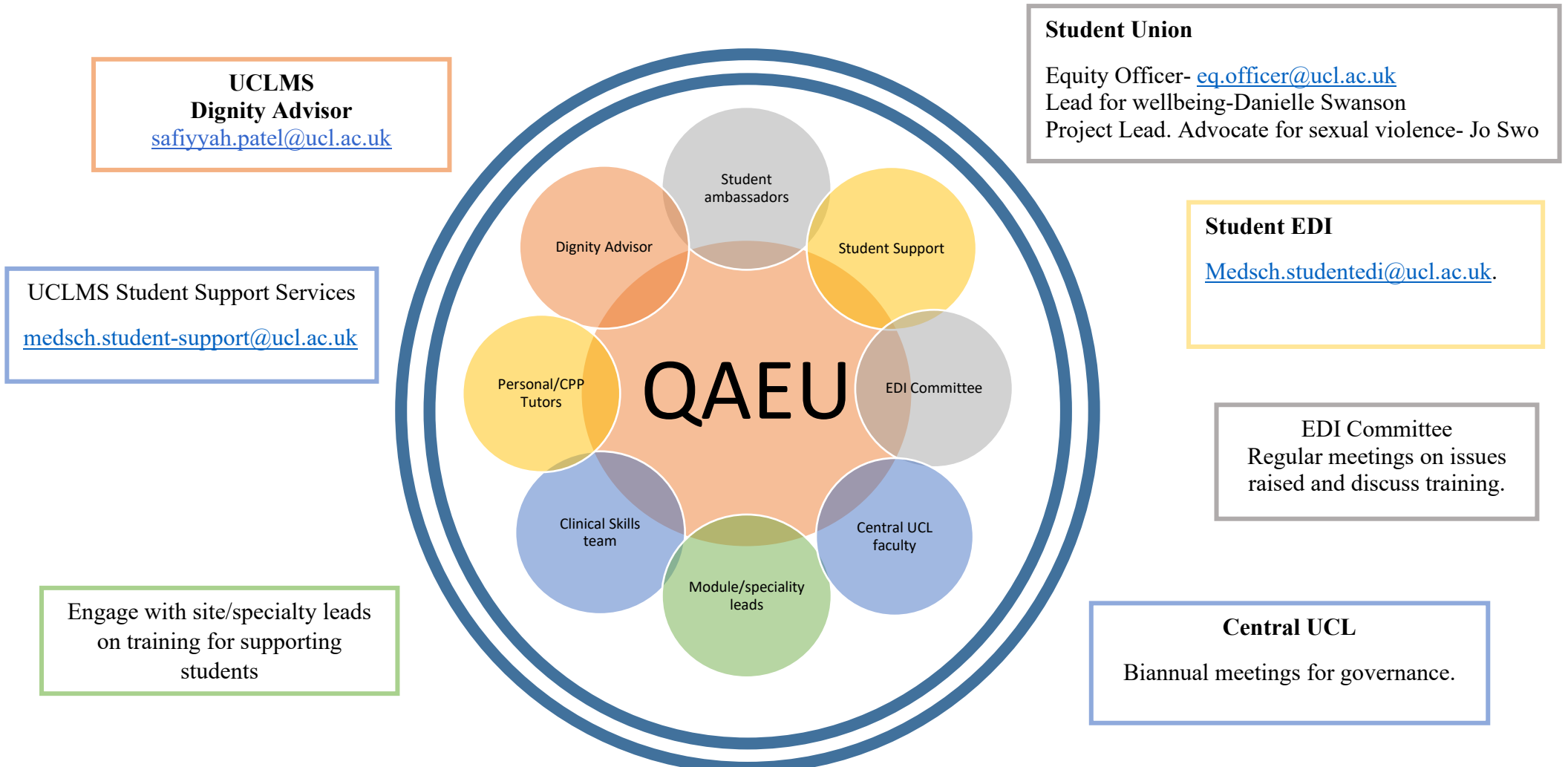
**Pathway for supporting concerns:**

**B. Who can students go to for support?**



**Pathway for supporting concerns:**

**B. Role of QAEU at UCLMS**



**KEY POINT**

The QAEU will act as a central point for all concerns.  
These will be collated for governance purposes with all cases assigned unique IDs to maintain student anonymity.