

EQUALLY SAFE IN PRACTICE FRAMEWORK – GROUP 1

EXTRA RESOURCES

Some additional resources on gender and violence against women that could help you to frame discussion. Information about specialist support pathways is included at the end of the slides, but you may want to include your own internal policies, processes or support pathways.

TACKLING GENDER STEREOTYPING

- [BBC Stories - Girl toys vs boy toys: The experiment \(2017\)](#) - a video exploring people's assumptions around gender and how this occurs early on.
- [Be what you want](#) - supporting young people with their career choices to help break down gender stereotyping with respect to work.
- [You Can Be campaign](#) - a campaign to tackle gender stereotyping in the early years.

Gender equality

- [Fawcett Society - Equality - It's about time](#) - a timeline that looks at the history of gender equality from 1866 to 2016.
- [Towards Women's Equality in Scotland](#) - a roadmap for gender equality from Scotland's feminist policy organisation, Engender.
- [Engender Sex & Power 2020](#) - a report that breaks down the statistics on gender equality, focusing on the number of women in power across politics, business and public life.
- [Primary prevention - Zero Tolerance](#) - a briefing summarising the importance of tackling gender inequality to end violence against women and girls.
- [Intersectionality](#) - a video exploring what intersectionality is, where the theory originated from and what it means for tackling gender inequality.
- Intersectionality - <https://www.youtube.com/watch?v=O1isIM0ytkE>
- Why adopt a gendered analysis of VAWG? - https://www.improvementservice.org.uk/_data/assets/pdf_file/0019/8335/em-briefing-gendered-analysis-vawg.pdf

WHAT CAN EMPLOYERS DO?

- [Close the Gap](#) - guidance for employers on pay gap and labour market equality.
- [Close the Gap, Equally Safe at Work](#) - information on an employer accreditation programme that aims to support workplaces to advance gender equality at work, and support victim survivors of VAW.
- [Equally Safe at Work: Employer accreditation framework \(2019\)](#) - the framework for the Equally Safe at Work programme.
- [Equally Safe at Work video](#)
- [Zero Tolerance - Guidance for Community Planning Partners](#) - resources to support local community planning partners who are working to prevent VAWG.
- [Transgender at work](#) - a video of interviews covering the basics of trans issues in the workplace.

- [National Trauma Training Programme](#) - training and education resources on understanding trauma, and becoming a trauma informed workforce.
- [Enough is Enough - Tackling Workplace Sexual Harassment in Scotland](#) - resource highlighting sexual harassment in the workplace and the measures needed to tackle this.
- [Gender equality at work | CIPD Viewpoints](#)
- [Gender Equality in the workplace \(breathehr.com\)](#)

NATIONAL PUBLICATIONS AND POLICIES

- [Scottish Government - Equally Safe: Scotland's strategy to eradicate violence against women \(2018\)](#) - Scottish Government's strategy addressing VAW.
- [Scottish Government - What does gender have to do with violence against women \(2010\)](#) - The Scottish Government has produced a paper in partnership with the Convention of Scottish Local Authorities (COSLA) which explains the links between inequality and VAWG in more detail.

VIOLENCE AGAINST WOMEN AND GIRLS (VAWG)

- [Scottish Government - Equally Safe strategy](#) - Scotland's strategy for preventing and eradicating violence against women and girls focuses on the need for prevention of violence.
- [Zero Tolerance - VAWG](#) - resources from Zero Tolerance about VAWG.
- [Equally Safe at Work](#) - read about experiences of violence against women, and what this can mean for women in the workplace.

RESOURCES ON TRAINING, FACILITATION AND TALKING ABOUT EQUALITY

- <https://www.trainingforchange.org/>
- <https://www.involve.org.uk/>
- <https://www.equallyours.org.uk/wp-content/uploads/2019/11/Talking-about-equality-guide.pdf>

