

SPEAK OUT



WE BELIEVE YOU,
WE STAND WITH YOU,
WE WILL SUPPORT YOU

Led by PCHEI, Funded by HEA



PCHEI

Psychological Counsellors in
Higher Education Ireland

- Trauma Informed lens to the development process
- In depth understanding of the issues and needs of our college communities
- Anecdotal feedback from clinicians

STEERING GROUP

- Responsible for the Oversight of Strategic Decision Making
- Membership Includes
 - Subject Matter Experts
 - HEA
 - THEA & IUA
 - HEIs
 - USI
 - UCD (Report & Support)

RESPONSE TO FRAMEWORK FOR CONSENT

"Foster a culture of responsibility and support."

"Create an easy to use system for students to disclose and report incidents, which would be reflected in a high level of awareness and understanding among both students and staff."

"Provide accessible, trauma-informed services; for supporting student disclosure, reporting and complaints, and for counselling and advocacy."

DEVELOPMENT PROCESS



ENGAGING WITH STAKEHOLDERS

Experts from across and outside of the sector were consulted throughout the development process



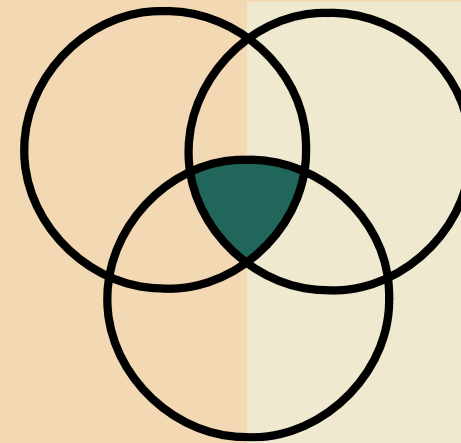
BESPOKE SUPPORT SERVICES

Helping those Speaking Out to find the supports most relevant to them



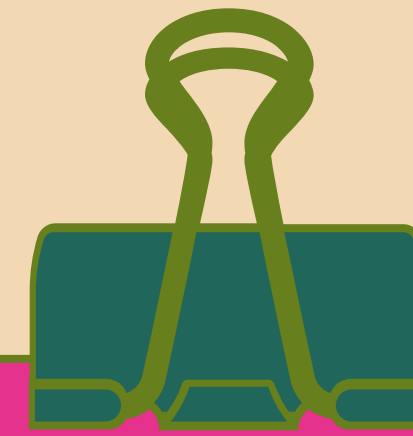
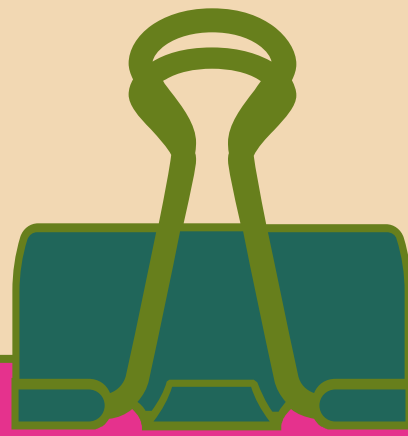
ANONYMITY

Why have we chosen an anonymous tool, and how do we do this?



INTERSECTIONALITY

The choice to include a broad range of behaviours



LAUNCH

- The tool was launched across 18 HEIs in October 2021
- PCHEI held a virtual launch event
- Our Speakers included
 - A video message from Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris
 - Gertie Raftery, Chair of PCHEI
 - Dr Ross Woods, Head of the HEA Centre for Excellence for Equality, Diversity, and Inclusion
 - Somhairle Brennan, Vice President for Welfare, USI
 - Jason Last, Dean of Students, UCD

COMMUNITY OF PRACTICE

"System of collective critical inquiry and reflection"

- Fortnightly meetings with HEI & HEA representatives
- Creating a non-hierarchical space to collaborate
- Collaborative Problem Solving
- Sharing learnings & best practice

EXAMPLES OF

- Prominent Website Location
- Quarterly All Staff Emails
- Consistent Screening of Promotional Video
- Embedded in Staff & Student Training

BEST PRACTICE

- Speak Out Support Cards (ATU Sligo)
- Social Media Poster Campaign (RCSI)
- Email Signature with QR Code (TUS)

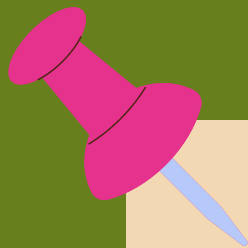
NEXT STEPS FOR SPEAK OUT



Best Practice Workshop Series for Representatives



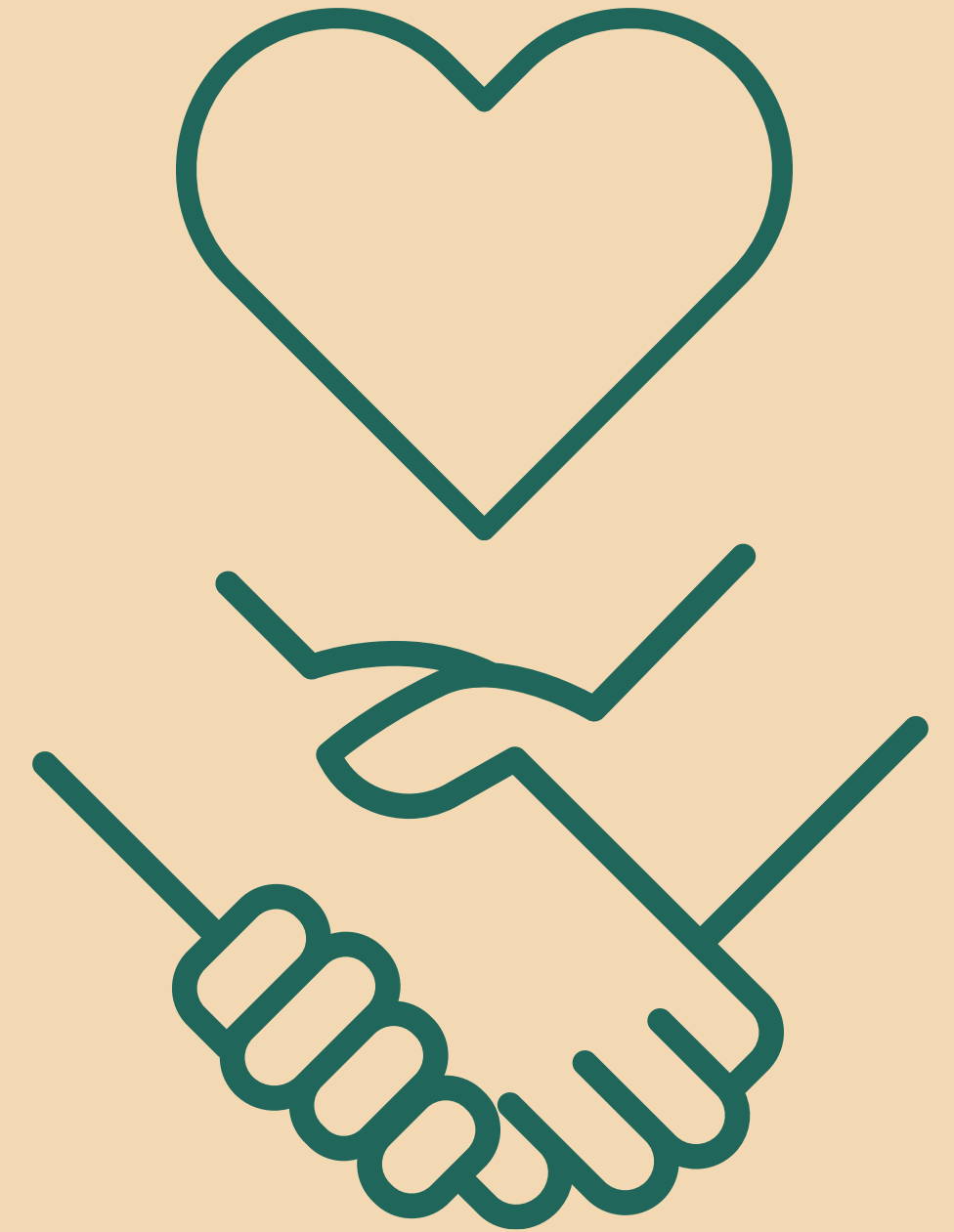
Publish National Annual Report



Conduct a review of the system - including site design & questions

INSTITUTIONAL TRUST

- Higher Education shining a light on Sexual Harassment and Violence
- Creating a culture which is safe to Speak Out
- Accepting the Discomfort



THANK YOU FOR YOUR ENGAGEMENT & PARTICIPATION

Don't hesitate to ask any questions!

