

IN CONVERSATION WITH MEN ABOUT DOMESTIC ABUSE AND SEXUAL VIOLENCE?





Martial Artists are respected by the public, not only for the physical skills, but the level of self-discipline they demonstrate.

Martial Arts are a great voyage of self-discovery. Imparting a holistic approach to health, encouraging and educating individuals and nurturing the mind, body and spirit.

You share the journey of life with others, and cannot achieve your full potential without the support of those around you. This builds genuine respect. Students are actively encouraged to use these facets in all aspects of their life, not just a class.

Typically, after a children's class, the pupils are asked to thank their parents for waiting, and the efforts they have made to get them to class. These small gestures alone build relationships based on respect.

A young person who is given, and demonstrates respect is less likely to become a person who abuses another.

We are proud to support Stay Safe Global and UK Says No More in ending the issues of Domestic Abuse and Sexual Violence within our society.

Master James Sinclair

Founder: UK Wing Chun Kung Fu Assoc.

TOGETHER WE CAN END DOMESTIC ABUSE & SEXUAL VIOLENCE

Domestic abuse and sexual violence disproportionately impacts women and girls, with 1 in 4 women experiencing domestic abuse in their lifetime (ONS) and 97% of women saying that they have experienced some form of sexual harassment in their lives, (UN Women).

However, it is important that we do not forget that men experience domestic abuse and sexual violence - 1 in 6 men have reported that they have experienced domestic abuse at some point in their life time (ONS), with that statistic increasing to 1 in 4 men within Gay and Bisexual relationships. In the Trans community, the prevalence of domestic abuse is significant, with 80% of trans people sharing that they have experienced domestic abuse, (Stonewall).

At any given time we estimate that just under a million children are living in homes where domestic abuse is being perpetrated, (Hestia).

Overwhelmingly in the UK men are reported (to the police and agencies) as the perpetrators of domestic abuse, so it is only right that we start to focus on working with men to end domestic abuse and sexual violence. We undertook this survey in the summer of 2019, with the aim of exploring how men would like to respond to this societal crisis, what would work best for them, to enable them to respond and we explored which programmes (that work with men) were working well.

In 2021 we will welcome the Domestic Abuse Act along with its statutory guidance. The government has proposed a 'Responding to Domestic Abuse Strategy', a 'Domestic Abuse Perpetrator Strategy' and they will revise the 'Violence Against Women and Girls Strategy', along with policies that focus on working with male victims of domestic and sexual violence.

Now is the right time for us focus on working together.

Lyndsey Dearlove

Head of Domestic Abuse Prevention, Hestia

Why are we doing this?

Domestic abuse and sexual violence are public health crises in the United Kingdom. With 1 in 4 women and 1 in 64 men experiencing domestic abuse in their lifetime and two women are killed every week as a result of domestic abuse and may high-risk victims will typically experience domestic abuse for 2.3 years before receiving effective help. It is estimated that 85,000 women and 12,000 men (aged 16 - 59) experience rape, attempted rape or sexual assault in England and Wales every year⁵ and more recently. The National Union of Students (NUS) Women's Campaign unveiled the high levels (above 75%) of sexual harassment and assault among higher education students in their university campuses, public spaces and social media.³

Over the past two years the UK Government has been looking at their response to domestic abuse and had introduced a Draft Domestic Abuse Bill. Institutional efforts are welcome; however, it is also time for us to ask ourselves what we can do to end the domestic abuse and sexual violence. An urgent response is needed. Those that have endured domestic abuse and sexual violence overwhelmingly tell us, the most powerful thing anyone can do is just believe them.

Often, when someone is experiencing domestic abuse

or sexual violence, it is their friends, family members and colleagues who they confide in first. As such, our campaign aims to empower those individuals to respond effectively to their loved ones; by listening, believing and referring to a specialist support service.

We are asking, through a series of survey's, events and focus groups, different members of society what role they can play in identifying and preventing domestic abuse and sexual violence...

We started by asking men.

In partnership with Stay Safe Global, UK SAYS NO MORE undertook a national survey to capture men's thoughts on how they could form part of the solution in preventing domestic abuse and sexual violence. This led to questions inviting respondents to demonstrate their awareness on these issues, different intervention strategies, what they thought were the elements that underpinned these issues, as well as barriers they face in discussing them.

This report draws together findings from our two surveys, coupled with a spotlight review of programmes that work with men to end domestic abuse and sexual violence.

About UK SAYS NO MORE

UK SAYS NO MORE is a national campaign launched by Hestia in 2016 to raise awareness and end domestic abuse and sexual violence across the UK. The campaign seeks to unite and strengthen a diverse community of members under one powerful, visual symbol, and provides open-source tools and resources for individuals and organization to get involved. Together, we can challenge myths and misconceptions around domestic abuse and sexual violence, share information and work together to generate real positive change.

Hestia

Hestia supports adults and children in times of crises, across London. Last year, Hestia supported 10,000 people who had experienced domestic abuse or modern slavery. From giving someone a home, to helping them access appropriate mental health support, Hestia support and enable people at the moment of crisis.

Stay Safe Global

Stay Safe Global has delivered, for over 20 years personal safety workshops. Working with the world's largest companies, we have trained thousands of staff each year across Europe, India and the USA.

Stay Safe Global is passionate about the prevention of violence. Through the Stay Safe Global Foundation we work with charities, women's refuges and youth organisations to end domestic abuse, sexual violence and harassment. Most recently in partnership with UK SAYS NO MORE and Hestia Women's refuges, we have co-delivered the UK SAYS NO MORE ambassadors programme within U.K universities and empowered sports coaches to better engage with young people around healthy relationship issues, through Sport England's Family Fitness Program.

¹ Office for National Statistics (2016). Compendium - Homicide
² SafeLives (2015), Insights Into National Dataset 2013-14. Bristol: SafeLives
³ National Union of Students. (2019). Sexual Violence in Further Education
⁴ Office for National Statistics (ONS). (2018) Domestic abuse in England and Wales: year ending March 2018. Published online: ONS.
⁵ Office for National Statistics (ONS). (2018) Domestic abuse in England and Wales: year ending March 2018. Published online: ONS.

IN CONVERSATION WITH MEN



What did we find or Early Insights?

- 47% and 62% felt confident in identifying signs of domestic abuse and sexual harassment respectively.
- Most men thought that factors such as stress, jealousy or substance addiction were to blame for acts of domestic abuse. Fewer attributed abuse to living in a patriarchal/religious/secular society.
- Half of men thought that masculinity (or societal expectations of men) played a role in abuse.
- Approximately half of the respondents claimed that there are not enough male role models for young men when it comes to modeling how to behave around and treat women. Most considered our informal networks, i.e. family and peers to be the most influential.
- Only 27% claimed that most men are confident in challenging misconceptions, stereotypes and inappropriate behaviour of a sexist and abusive nature.

Key Recommendations

- We cannot delay, we need to ensure that all young people have an opportunity to learn about healthy relationships and consent. We need to ensure that this opportunity extends from the classroom and into the community, providing us all with an opportunity to learn a little more about domestic abuse and sexual violence.
- It is imperative that Healthy Relationship and Consent educational programmes are adequately funded and that they enable local specialist organisation to work in partnership with educational institutions, community organisations and local community leaders and parents. Half of men thought that masculinities (or societal expectations of men) played a role in abuse.
- Men's experiences are taken seriously, that they want to be part of the solution. We need to consider their experience, in both the context of being a victim of domestic abuse and sexual violence and being a friend or family member of someone enduring domestic abuse. Harry (19) said, *'It was so difficult, watching my sister endure domestic abuse, I so badly wanted to step-in, but she begged me not too. I still don't really understand it all but she's safe now - lives in a refuge across the city. I still see her ex-boyfriend at the gym'*.

Survey Limitations

The findings from the two surveys cannot be generalised due to the small number of respondents, (345). It does however provide some insight into men's knowledge and understanding of domestic abuse and sexual violence.

Both surveys were explorative, in that we anticipated that they may generate more questions than answers. We are grateful that both surveys have generated interesting findings, and that the questions raised will enable us to go on to develop a more focused and extensive research projects.

The Stay Safe Global survey was distributed to current and previous practitioners of Wing Chun Kung Fu who have had some involvement with the UK Wing Chun Kung Fu Association. We should be cautious to extrapolate out from this survey to the general population. Although respondents were anonymised, we still must consider the role of social desirability in their answers, especially due to the small-scale nature of and relatively tight network of practitioners of Wing Chun in the UK, and more so the case with the Wing Chun Kung Fu Association. Central to models of a 'good' Wing Chun practitioner, are notions of 'good character', and 'good conduct', such values could

have potential impact upon responses in terms of social desirability.

With the second survey being primarily distributed through social media, UK SAYS NO MORE partners and the wider domestic abuse and sexual violence sector, we are aware that these demographics are likely to have significant level of background knowledge in issues of domestic abuse and sexual violence, influencing their responses. Distributed through social media, there is a risk that some responses were made by those 'trolling' #UKSAYSNOMORE and can be considered as part of a backlash against gender equality and feminist research and campaigns.

In the second survey, we wanted to capture how men understood domestic abuse and sexual violence in all relationships and removed pronouns from situational scenarios. There were a number of questions that examined heterosexual and same-sex relationships, with both men and women being viewed as either the victim or the abusive partner.

How did we inform our report?

- Stay Safe Global small-scale survey completed by Wing Chun Kung Fu Association members and associated networks.
- A UK SAYS NO MORE male-targeted, national survey released through social media efforts, direct messaging to UK SAYS NO MORE partners and the wider domestic abuse and sexual violence sector.
- Surveys were anonymous to ensure participants were able to respond openly. There was a mixture of close-ended and open-ended questions, giving respondents opportunities to expand on their thoughts.
- Independent analysis of surveys to ensure findings were cross-checked.
- A selection of programmes working with men and boys in ending domestic abuse and sexual violence in the UK were reviewed. Findings were limited to bystander intervention programmes, healthy relationship programmes, as well as ambassador programmes as they focus on changing individual or group attitudes/behaviours.

The non-statutory cross-government definition:

Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass but is not limited to the following types of abuse: psychological, physical, sexual, financial and emotional.

Controlling behaviour

Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour

Coercive behaviour is an act or a pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim⁶.

⁶ Home Office, Cross-Government definition of domestic violence: a consultation - summary of responses, September 2012, p19

Insights from Stay Safe Global

Stay Safe Global carried out a small-scale survey in 2018 with a total of 57 male participants from the Wing Chun Kung Fu Association*. This initial survey was motivated by an understanding that by using sport as a backdrop, conversations with men and boys, around emotional well-being, mental health, gender, healthy relationship and consent can successfully occur.

Martial Arts such as Wing Chun are of particular interest as they can involve physical combat, engaging with practices and behaviours that are stereotypically understood as ‘masculine’, while emphasising values such as respect, honour, and self-discipline and self-care.

We wanted to explore the potential of martial arts training as a way of improving emotional literacy, self-control, understandings of vulnerability, and care for self and others, and how this could relate to preventing domestic abuse and sexual violence.

We created scenarios involving sexual harassment with the aim of exploring how respondents felt most people would respond to such situations, and how they believed they would respond themselves. The following are a selection of findings that sparked the need for us to have a deeper conversation into men’s role in ending domestic abuse and sexual violence.



Headline Findings



100% of participants responded that jokes involving sexual violence were NEVER acceptable.

Bystander Intervention

Most respondents believed they were more likely to intervene when witnessing acts of sexism than the general population. This left us asking whether this reflected a genuine greater willingness to intervene and if so, could this be due to participation in martial arts, or was it more due to social desirability, an inflated sense of confidence, or other factors?

Inappropriate joke telling

100% of participants responded that jokes involving sexual violence were NEVER acceptable.

62% said they would confront a teller of sexist jokes straight away if it was told in front of a woman. Interestingly, several textual responses expressed that they would need the woman present, to express their judgement first, before getting involved.

Sexual Harassment in the workplace

When asked about sexual harassment within the workplace; approximately one in four men revealed that they have witnessed men making jokes or comments of a sexual nature at least once in the past week. This figure was higher on social media, where more than half of respondents have observed this behavior on the internet in the past week.

In the scenario where a colleague makes a suggestive remark of a sexual nature, approximately half the participants suggested that their initial reaction would

be to ignore the behaviour or laugh it off. However, 63% answered that the most effective way of dealing with the situation would be to immediately confront the person.

Sexual Harassment in sports

Respondents felt that there were very few incidents of sexist behaviour in their training environments.

17% had not witnessed any kind of sexist behaviour during training and only 9% of the Wing Chun participants answered that they previously made an intervention against sexual behaviour while training, reflecting the low incident rates reported by respondents.

One participant commented:

“In Wing Chung classes this has never been a problem as the conduct of everyone has been excellent. When I did a bit of boxing at some local gyms, I found the atmospheres quite different, fairly aggressive and macho orientated. I did not join in with the banter.”

Of those who had intervened, one participant commented:

“I think I was more aware than most of my training partners of the corrosive nature of everyday sexism, so would point it out to them, but as we were in an all-male environment it was generally laughed off and I was just considered a bit contrary”

IN CONVERSATION WITH MEN – SURVEY FINDINGS

The initial findings from the Stay Safe Global Survey revealed that sexist remarks and jokes are highly prevalent on social media, the workplace and other social settings. Though all the respondents agreed upon the offensive nature of this inappropriate behavior, most would ignore or laugh off the situation, despite asserting that the most effective intervention would be to confront the individual. The discrepancy between beliefs and action led us to conduct a larger-scale survey that offered us a glimpse into how 275 men felt they should participate in ending domestic abuse and sexual violence. The findings are divided into key themes of understanding, intervention, and prevention of domestic abuse and sexual violence.

‘What is the role of men in ending domestic abuse and sexual violence?’

KNOWLEDGE AND UNDERSTANDING

We asked the men how confident they felt in recognising signs that someone is experiencing domestic abuse. Just under half (47%) of the respondents claimed they felt fairly to completely confident in identifying these signs. Interestingly, 81% of men stated they understood what was meant by coercive control.

Samuel* (65-74) said *“Any visible bruises are more questionable on a woman than a man. This is physical abuse. Financial or psychological is much more difficult”*.

We asked men if they thought it was easier to recognise if a woman is experiencing domestic abuse compared to a man. Again, just under half thought it was. With a quarter of men surveyed saying if they were unsure if this was the case.

This is validated by another respondent *“I think where there is clear evidence of physical abuse then it’s relatively easy. However mental abuse is much harder to recognise in both males and females”*. Marcus (55-64)

We provided several scenarios representative of domestic abuse. The following graph demonstrates the percentage of men who agreed that these were examples of domestic abuse:



“These points are difficult to choose if the events occur only once. I believe it should be considered domestic abuse if these are constantly occurring events.” Felix (35-44)

“Any act which is carried out to remove a person’s free will or making their partner feel unsafe or uncomfortable without feeling like they can speak out against the action.” Alphonso (35-44)

“Of course, in some of these cases, context is really important, but most could clearly indicate that Domestic Abuse is taking place.” Calvin (35-44)

A statutory definition of domestic abuse is necessary. At its heart, domestic abuse can be described as any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse. Yet many survivors would expand on that description and describe domestic abuse as being constant, and that the time between, ‘incidents’, equally terrifying, unsafe and traumatic.

* Owing to the response rate and study demographics, we cannot extrapolate the data to the general public, but refer to these as insights.

6. Home Office, Cross-Government definition of domestic violence: a consultation – summary of responses, September 2012, p19

*Names have been added to contextualise the comment

When asked what they thought caused domestic abuse, more men agreed that factors such as stress (90%), jealousy (97%) or substance addiction (91%) played a causal role in domestic abuse, compared to wider structural issues such as living in a patriarchal society (50%). Interestingly, men were most undecided upon the role of social media (24%), secular society (31%) or religious societies (31%) in domestic abuse.

87% of men believed that a sense of powerlessness or loss of control could play a causal role.

Drugs and Alcohol do not cause domestic abuse
Using drugs and alcohol does not cause domestic abuse but may have a role in exacerbating it or be a catalyst for an incident. Many people consume drugs or alcohol and do not abuse their partner.

Mental illness does not cause domestic abuse
Mental illness is not the cause of domestic abuse and should never be used as an excuse – abuse is a choice. Similarly, stress and jealousy are often used as an excuse to justify abusive behaviour but ultimately Domestic abuse is more about taking control; rarely is it about losing it.

We asked men about their thoughts on the following statement:

“Masculinity is not the problem, but a few bad men are?”

This statement provoked varied responses, with just over half agreeing or strongly agreeing with it. Approximately a quarter were undecided, leaving the remaining respondents disagreeing with the statement.

A respondent who strongly disagreed with the statement, claims: *“Masculinity has long been interpreted as a one-way state of being which represents the status quo for all people identifying as male. This is problematic because in time, notions that being male, and thus being masculine, have been associated with strong physicality, dominance over women and other individuals that don’t fall under the masculinity umbrella; furthermore, notions of masculinity are instilled in boys from a very young age stunting their emotional growth in a way that leave them vulnerable or increases their odds of displaying problematic behaviour in the future. Masculinity is not intended as the qualities of being male, but rather as the qualities that men should display (or hide) in order to fit within the stereotype of strong, emotionless, dominating, ‘alpha’ individuals. This is very problematic.”* Cyril (18-24)

One respondent made the important observation that it *“depends massively on the definition of masculinity”*. Carl (25-34)

Begging the question, **WHAT IS MASCULINITY?**

What is Masculinity?
Generally, from the moment we are born, we are condensed into categories of male or female. Beyond sexual classification, these gender groups carry with them an extended list of social norms, expectations and roles that govern how we navigate our world, our interactions and our relationships.

Being ‘male’ carries certain societal expectations to ‘act like a male’, whatever the prescribed norms of a male represent at a particular time in a particular place. Tony Porter, founder of ‘A Call to Men’ rejects the term ‘toxic masculinity’ and instead talks about the collective socialisation of men visualised through ‘The Man Box’. These socialisations take the form of men being powerful, in control, emotionless and successful. These harmful expectations are closely linked to gendered violence and a culture that subordinates women, those that identify as non-binary and other men to maintain power and superiority.

This collective socialisation is therefore not something innate, and therefore, subject to change. Various groups carrying out prevention work with men and boys allow for space to critically analyse and transform the credentials around what it means to ‘be a man’. The aim of such work is to end violence against women. These are closely tied to barriers of domestic abuse disclosure by male victims.

Overall, we need to challenge the conception that attributes violence to individuals. Most do not use violence, but all should carry the responsibility to stop it.⁸

In a similar vein to explaining what may cause and perpetuate domestic abuse, we asked the men if they thought that greater gender equality would lead to a reduction in domestic abuse and sexual violence. Almost two thirds (65%) said yes.

“Gender inequality is at the core of domestic abuse and sexual harassment, on a social and individual level, so tackling it is key to preventing violence and abuse - although this relationship is complex, for example in the short-term greater gender equality may result in a ‘backlash’ effect with men seeking to reclaim power through violence and abuse.” Aziz (25-34)

What do we mean by gender equality?
Gender inequality is the discrimination against women that presents itself differently depending on one’s race, age, class, religion, sexuality, disability or culture.

Respondents also suggest other issues that need to be addressed to reduce violence, *“I don’t believe gender equality is the whole reason for abuse. Just like emotional issues from childhood is not. But it must play a part.”* Luke (45-54)

PEERVENTION

We asked men how confident they felt in helping someone who confided in them that they are experiencing domestic abuse. Up to two thirds (64%) of men claimed they felt fairly or very confident in helping someone if they confided in them.

More than two thirds of men felt confident in identifying acts of sexual harassment but almost one in ten (8%) men said they did not feel confident at all.

Under the Equality Act 2010, the law says it is sexual harassment if this unwelcome behaviour of a sexual nature purposefully intends to, or has the effect of violating someone’s dignity, or producing an intimidating or humiliating environment. If enacting this behaviour, you may see it as ‘just banter’. Your friend, colleague or anyone else may not however.

When asked how confident they felt in intervening if witnessing an act of sexual harassment, almost two thirds (62%) of men felt fairly to very confident in stepping in. 15% however said they would not feel comfortable intervening.

2 in 5 (40%) men said they had been approached for advice regarding an incident of domestic abuse or sexual violence. Out of these, almost two thirds (61%) said they felt confident in dealing with that incident.

#WhatICanDo if someone approaches me for advice?
Listen, Believe and Refer to a specialist support service by using **Bright Sky**.

We asked men whether or not they felt it was their responsibility to intervene in the following circumstances; This is how they responded:

A friend is having difficulties within a relationship, when drunk they keep telling you that they feel their partner needs a "good slap"	YES: 70.28%	NO 14.46%	NOT SURE 15.26%
A friend gets angry at a party and insists that their partner leaves after only a short time of arrival against their wishes.	YES: 49.60%	NO 20.56%	NOT SURE 29.84%
A friend tells you that they are going to install a location tracking device on the phone of their partner to monitor their behaviour	YES: 79.09%	NO 8.06%	NOT SURE 12.90%
You find out that your friend’s partner has had to delete all of their social media accounts due to your friend’s jealousy causing problems within the relationship	YES: 77.02%	NO 6.05%	NOT SURE 16.94%
You are listening to your married neighbours who for the past hour have been screaming and shouting at each other, and you can hear what sounds like the throwing of objects.	YES: 77.02%	NO 6.05%	NOT SURE 16.94%

7. Womens Aid. Challenging the Myths. Accessed 20 July 2019, <https://www.womensaid.org.uk/information-support/what-is-domestic-abuse/myths/>

8. IMAGINE TOOLKIT

"Everyone has a responsibility to intervene, however there is a question around safety that needs to be addressed. Also, intervention takes the form of gently speaking to the person abusing, unless the situation becomes severe and you need to approach authorities." Baldwin (25-34)

"Again, some of these scenarios are dependent on many factors. In most of these my 'intervention' is speaking to the friend. In the first one, stating that their partner needs a "good slap" is often just an expression of frustration and doesn't mean a thing." Harvey (55-64)

"It is not the concern of individuals outwith a relationship to intervene". Leonard (55-64) When described as a personal matter, we are condoning violence. Domestic abuse holds a huge societal cost, including hospital treatment, legal help, let alone the psychological and physical cost on those who suffer. We must therefore intervene in the safest way possible.

"As I have continued to read this, I may now know someone that is being controlled or coerced in their relationship...." Adam (25-34)

PREVENTION

7 out of 10 men acknowledged the need for men to take more responsibility in preventing domestic abuse and sexual harassment.

"Definitely - men are the perpetrators of the vast majority of domestic abuse and sexual harassment, we play a significant role in enabling and excusing it through sexism and misogyny in our peer groups, and we benefit from it at a structural level because it maintains men's power and privilege in a patriarchal society. We therefore have a particular responsibility to take action to help prevent domestic abuse and sexual harassment - especially because the aforementioned power and privilege gives us many opportunities to do so, and because compared to women, men have been largely silent on these issues to date. Furthermore, we have the potential to make an important positive contribution to preventing violence and abuse and building a more gender equal society if we do speak out." Aziz (25-34)

Another argues that we must all be taking responsibility: "Abusers come in both genders - it's everyone's responsibility." Stephen (35-44)

"Whilst we cannot always directly intervene or help, we can influence those we do come into contact by portraying and living as role models." Nathaniel (45-54)

We asked men about the importance of role models. More than 60% of men claimed there are not enough decent role models for young men when it comes to modelling how to behave around and treat women.

"There are far more negative than positive role models for young men in this regard" Errol (25-34)

But most agreed on the following: "I don't think celebrities should be regarded as role models. Societal figures close to the person should be role models including teachers, older siblings and friends" Hamid (25-34)

Men were more likely to identify their informal networks, e.g. friends and family, as being the most influential in shaping and changing young men's beliefs and behaviours with regards to their relationship and treatment of women. The least influential were politicians and academics. Men considered friends and family to be in the strongest position to respond to domestic abuse. Other groups i.e. health care practitioners and the media, were considered secondary. Though the media cannot intervene, it can significantly raise awareness and signpost individuals to relevant support.

When asked about healthy relationships, almost 70% believed that there is not enough advice or information available when it comes to what a healthy relationship looks like.

What practices do you currently, or have previously been engaged in that help combat domestic violence and sexual assault?

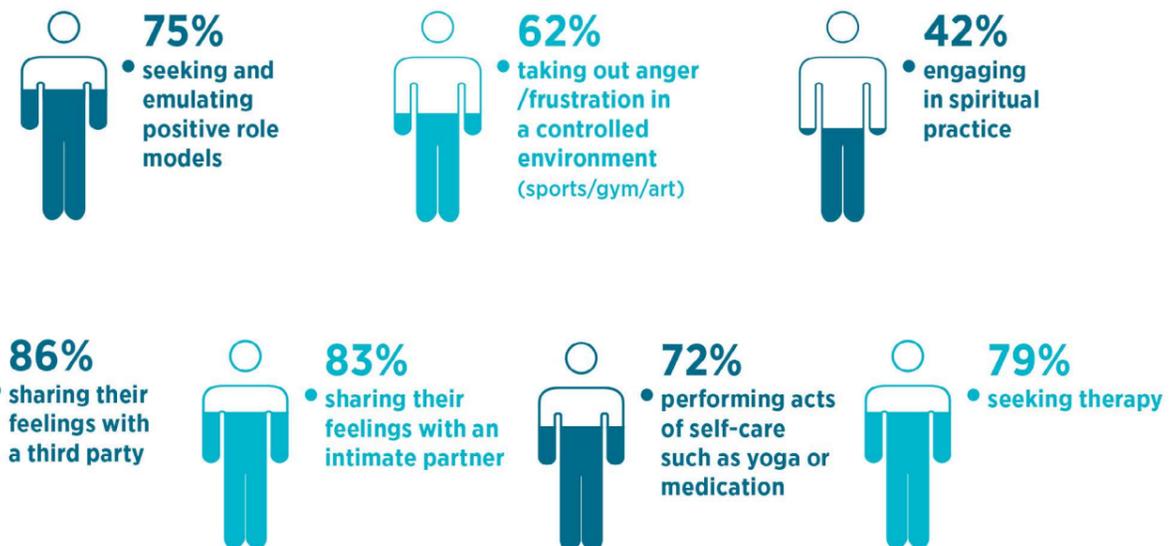
RESPONSES

76.74%	165	Take personal responsibility for speaking up against harmful behaviour
74.88%	161	Self-evaluate own behaviour and extend empathy to those who are victims of abuse
62.33%	134	Advocate for equality and promote respect for women
50.23%	108	Scrutinize your workplace/university culture, or other groups and subcultures that you are a member of
41.86%	90	Make comments and blog posts on social media addressing these issues
39.07%	84	Sign-post to information and campaigns challenging domestic abuse and sexual violence
29.30%	63	Team up with other allies
18.60%	40	Other (please specify)
7.44%	16	None

Just under three quarters of men surveyed claimed to have taken responsibility for speaking up against harmful behaviours and/or self-evaluated their own behaviour and extended empathy to those who are victims of abuse. Fewer have engaged in practices such as posting on social media about these issues or signposting those who have experienced abuse to information or campaigns addressing domestic abuse and sexual violence.

Other examples include: "I also own my previous careless and casual use of language... I have made jokes and used language that whilst not offensive to all women was offensive to some. I own that. Other men need to own their words and actions too." Martin (25-34)

The following percentages of respondents agreed that engaging in the following activities could help reduce the risk of perpetrating domestic abuse and sexual harassment:



We wanted to understand barriers as to why men do not participate in discussions around domestic abuse and sexual violence. We therefore offered the following:



Landscape of Prevention Activities in the UK

Prevention Programmes and campaigns involving men in ending domestic abuse and sexual violence in the UK are gradually emerging. Many of these programmes currently exist in the form of ambassador programmes, bystander intervention programmes, the creation of male only peer mentoring programmes and workshops and healthy relationship workshops.

Though varied in their approach and outcomes, there

1–Bystander Interventions:

Bystander Intervention Programmes attempts to prevent domestic abuse and sexual violence by increasing awareness of the nature and prevalence of these issues and empowering individuals to respond safely by challenging problematic comments and behaviours by choosing to do or say something. These programmes rely on an agreed understanding that the community itself has a role in ending domestic abuse and sexual violence and that we will more likely modify and change our behaviour if it is challenged by our peers.

Who is doing them?

Intervention Initiative

Public Health England commissioned the University of the West of England to develop a bystander intervention programme, Intervention Initiative (II), as an imperative for universities to act and contest these unwanted behaviours. II provides a comprehensive eight-part toolkit with many open resources for anyone to access. II has since expanded from Bristol to Exeter university.

Green Dot Active Bystander Initiative

Green Dot Active Bystander Initiative was first hosted at the University of Westminster, after having been launched at the University of Kentucky in 2006. The training is offered to both staff and students, with two types: Type 1 is a general overview that examines the central concepts of the initiative, available to all students and staff. Type 2 is a 3.5-hour training that explores these issues in more depth, understanding the barriers to intervening.

Mentors in Violence Prevention Programme

MVP Scotland targets young people within schools, as opposed to universities. This peer-led programme offers young people the opportunity to challenge attitudes and norms that reinforce gender-based violence.

Do they work?

Programmes offered in the UK vary in their approach, from the length and intensity of the training, material and messaging, whether they are voluntary or mandatory, to the individual trainers. Though the evidence of

are two central features in these preventative efforts:

1. **Bringing a out a shift in attitudes and behaviours to prevent violent and abusive behaviours towards woen (i.e. challenging sexism and misogyny)**
2. **Encouraging men and boys to partake in addressing these practices among other men, and to the wider society**⁹

these programmes is not robust, there are a few elements that are important:

Efficacy: In the pilot Intervention Initiative programme, the efficacy was measured through change in thinking or attitude, and active intervention. Students *“definitely thought differently about situations and have more knowledge of how to subtly deal with varying situations in which I feel uncomfortable”* or *“on a few occasions I have refused to laugh along at racist and homophobic remarks and have always challenged the person on what they have said. Since bystander I now realise the impact an action such as this can have6.”* Importantly, bystander efficacy increased, and students adopted other transferable skills like teamwork and communication.

Content: Videos and case studies to prompt discussions were highly valued. Role plays and online content were found to be the least useful. It is acknowledged that facilitators should be flexible in what and how they deliver the training according to the cohort. Green Dot apply terminology to their programmes that is neutral, and rather than focus on who is being called out, they focus on individual behaviours.

Enrolment: Green Dot’s employment of neutral terminology has found equal enrolment between men and women. An interesting suggestion from the Green Dot programme in the US mention that those who engage with the programme may be invested in learning about domestic abuse and sexual violence because of their own personal history of violence or another connection to the issue. The Intervention Initiative used voluntary enrolment as forced participation was thought to lead to disengagement.

Intervention Length: A key area was around the negotiation of the length and duration of the interventions. In the MVP programme, young people often forgot what they learnt after a few months due to dispersed lessons. The problem within the school setting was the lack of time and resources, especially where the school curriculum is crowded.¹²

2–Ambassador Programmes:

Ambassador programmes are designed to encourage men to denounce violence against women through confronting male cultures that bring about abuse and harassment. As role models, ambassadors work with men and boys in male dominated cultures such as sports clubs, schools and universities, festivals etc to challenge these issues and advocate for equality and respect.

Who is doing them?

White Ribbon is an awareness campaign by men, targeting men. Since its conception in Toronto in 1991, it has grown substantially, functioning in various countries with a mission to end male violence against women. One component of the campaign includes the Ambassador Programme, where volunteer ambassadors declare *“never to commit, condone, or remain silent about men’s violence against women in all its forms”*⁴

All ambassadors complete a training programme established with the Role Models project, where they are introduced to the campaign and its importance, applying an intersectional lens to the issue of male violence against women.

UK SAYS NO MORE in partnership with the National Football League (NFL) piloted an Ambassador Programme in 2016. The programme highlighted men as part of the solution in ending domestic abuse and sexual violence. Following a competitive interview and selection process. Ambassadors were invited to attend a three-day development workshop; starting with discussions around gender constructs, gender expectations, stereotypes and masculinities and moving on to discussion around male privilege and other concepts of privilege. They then explored how these factors underpin, compound and at times facilitate domestic and sexual abuse for both male and female victims.

Ambassadors were briefed on the prevalence of domestic abuse and sexual violence, consent, as well as what constitutes abuse and reasons as to why people stay in abusive relationships. Men talked about how victims may feel, and shared stories of intimate partner violence, questioning how they would approach the situation if a friend or family member asked them for help.

After taking their NO MORE ‘Excuses’ pledge, the ambassadors, along with international NFL American Football Players delivered a workshop on healthy relationships and consent to over 200 young men and boys taking part in the NFL UK American Football Camp at Royal Holloway University.

Do they work?

The White Ribbon UK **Ambassadors and Role Models Projects: Enlisting men to challenge male violence against women** recruited 773 ambassadors. This high number of ambassadors demonstrates the increase in awareness in male violence against women, also reflected in its growing social media presence.

At White Ribbon, men are asked to take responsibility and stand with women against violence against women. While the programme’s aim is to engage men, *“men need to ask women how to best approach the issue, listen to what is said and act accordingly”*. As a result, a **Champions Programme** for women supporters was launched in 2017. This is important as issues on gender violence and equality should be achieved in dialogue with women, particularly as they have been at the frontline fighting to end violence against women for decades.

The UK SAYS NO MORE Ambassador Programme, trained just under 50 Ambassadors in two years, who in turn delivered workshops to over 250 young men and women. The immediate impact of the programme could be seen; with many of the ambassadors and participants expressing their gratitude in having this opportunity to talk about these issues, a gentle shift in language occurring during the camp and a passion for ending domestic abuse and sexual violence evolving. Four of the ambassadors went on to create awareness video’s and all took part in a poster awareness campaign and several events in the months following the workshop. The impact of course on the wider group of participants in the following year, was difficult to measure and therefore we’re unable to attribute any long-term attitudinal change to this programme.

“During the camp we had a couple of boys come up to us and say they know someone who had been sexually assaulted and had questions. So, it has already had an impact.” Jessica Boyd, Head of gender and community development at NFL UK.

Findings Burell’s PhD research suggests that participants of focus groups were cautious of these programmes. *“It is dangerous to entrust such responsibility with members of the dominant group within patriarchy...this can be a particular issue with men acting as public representatives for campaigns (such as the ambassador schemes adopted by White Ribbon groups) if they fail to stay ‘on message’”*. Additionally, *“Worries by the public believe that these problems are more likely to arise within work which is more superficial or tokenistic, and which asks relatively little of the men involved.”* (Burell, 2019: 132)

⁹ Burrell, 2019

¹⁰ (whiteribbon.org.uk, 2017).

¹¹ <https://www.ncbi.nlm.nih.gov/pubmed/25125493>

¹² Promundo

3-Work with Men and Boys Only

“If men’s violence against women is rooted in the social construction of masculinities and men’s structural dominance, then it is crucial for prevention work to address these issues, which engaging with men and boys specifically provides the scope to do.” (Burrell, 2019: 5)

Who is doing them and why?

The Good Lad Initiative was created at the University of Oxford by students who lead workshops in schools, universities and workshops designed to engage young men in the discussion around gender inequality and violence against women. Introduced after a noticeable presence of ‘lad culture’ within universities, Good Lad aim to tackle this issue through promoting ‘positive masculinity’ in settings, like sports environments, where lad culture is rife. Men are therefore enabled to become agents of positive change among their social groups and communities.

They work around the premise that ‘Boys won’t be boys; they will be what we teach them to be’. This is aimed through redefining masculinity and allowing space for boys and men to discuss societal pressures and

expectations around being a man. These issues are placed within the patriarchal structure, recognising damaging and violent behaviour not only towards women, but for men themselves.

A Call to Men was founded by Tony Porter in the USA and later introduced to the West Midlands, UK. The idea revolves around the collective socialisation of men, or what Tony Porter calls ‘The Man Box’. It sets out all the expectations of what boys and men should be. The programme trains those who are already engaged in working with men to become coaches of their violence prevention programme, **UK Respect 100**.

A CALL TO MEN train individuals who already work with men and boys, where trust has been established. Training staff is considered beneficial as it helps maintain the values of the training as part of the philosophy in these organisations. However, Great Men, now merged into Good Lad, have external facilitators as having a teacher discuss certain subjects (e.g. porn) with teenagers may restrict future conversations.



“At Good Lad we feel that changes in power start by targeting changes in behaviour within people’s natural social circles.”¹³

Do they work?

IMAGINE a partnership network – spanning many countries and incorporating different responses to the prevention of violence created a toolkit laying out best practices when working with men and boys.

Adopted from the **IMAGINE toolkit**, here are various considerations:

Adapt to the group. The workshop should be planned according to the age and group composition. Scenarios and statistics should be tailored to the group, for example, with younger boys, simple terminology and concepts is more acceptable.

Use stories to engage. Complex phenomena can leave individuals confused. Using short, relatable stories can encourage understanding and engagement.

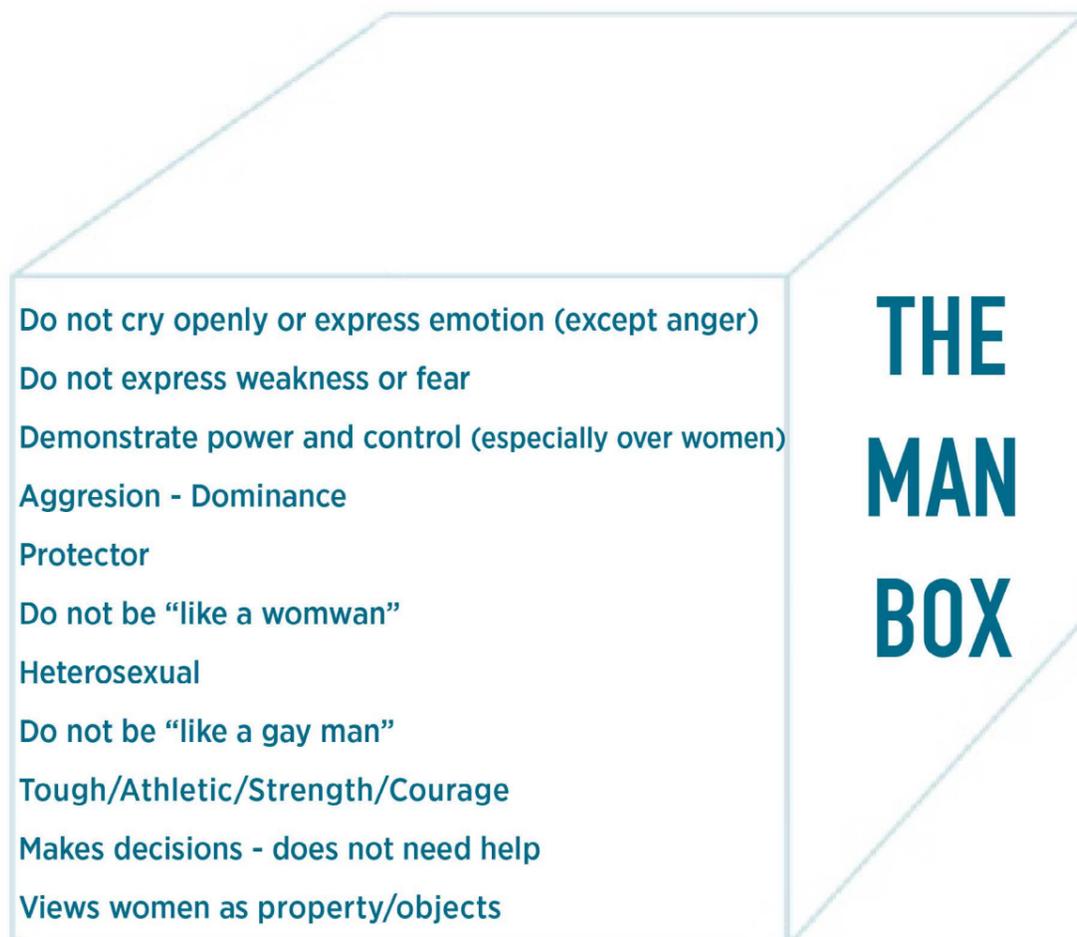
Generate non-judgmental discussion. Facilitators can use their own flaws to explore issues honestly. People should not be penalised for prejudiced thought but should know they are responsible for how they act.

Contemplate peer education. There are benefits to having similarities between the facilitator and the group. Young men know what it is like to grow up as a young boy - identification can be important for building trust and conversation.

Consider the effect of the facilitators’ gender. Like any social interaction, gender is important in facilitation. The advantage of male facilitators working with male participants is part due to their shared experience of masculinities, as well as modelling a man advocating for gender equality. Despite that, many successful programs have female facilitators. Having mixed facilitators permits a level of accountability to women and an occasion to example a healthy cross-gender relationship.

Consider mixed gender groups. This may be a chance for exchange: boys can hear out the views of their female peers and together, develop a mutual understanding and way forward for equality and change.

Recognise expectations. A three-hour workshop alone is not enough to generate long-term behavioural or attitudinal change. Despite this, a short session can build the foundation for change.¹⁴



Healthy Relationship and Consent Programmes

Healthy relationship programmes are prevention programmes that encourage safe and non-violent relationships. They dispel social norms (particularly around heteronormative relationships) through challenging attitudes that tolerate and normalise violence and abuse.

These programmes work to inform young people on domestic abuse and sexual violence. They focus on recognising what abuse looks like and its effect on those experiencing it. Crucially young people are given advice on available services to enable survivors and their peers to identify avenues for help.

To highlight signs of domestic abuse and sexual violence, programmes use a range of learning techniques such as short films and chart music, theatre or role play, and case studies. Workshops are interactive to allow young people space to examine healthy relationships and what is and isn't acceptable behaviour.

From September 2020, compulsory regulations will be in force in the UK stating that *“pupils receiving primary education must be taught relationships education, pupils receiving secondary education must be taught RSE and that all primary and secondary pupils must be taught health education”*. It is unclear, however, what schools will and won't teach.

There are several healthy relationship programmes working in schools in parts of the United Kingdom. Many of these programmes are funded in many instances by individual grants and foundations therefore this vital work is not replicated across the UK.

For the purpose of this report, we randomly selected six healthy relationship and consent programmes from across the UK.

1. The Day Programme
2. The CRUSH Project
3. Escape the Trap
4. Tender
5. Relationships without Fear
6. SafeDates*



Do they work?

Pre and post questionnaire responses suggest that students' knowledge and awareness on domestic abuse and sexual violence issues increases. For example, at **Tender**, the percentage agreeing with the statement 'A woman is more likely to be raped by a stranger than someone she knows' saw a decrease from 40% to 17%⁹

According to **REaDAPt**, a project between various grassroots programmes that includes Relationships without Fear, recommended that we exercise caution when setting rigid outcomes, and that determining if a programme is effective is more complex than just the identification of whether programmes are able to induce attitudinal change.

Content: The relationship between how individual programmes and workshops discuss and approached gender, the wider societal gender constructs and how these underpin violence and abuse directly impacted the programmes and workshops deliverability, engagement and participation.

“While ‘gender-neutral’ programmes are more easily marketed to the school system and more comfortable for teachers and students to accept’, exploring the gendered nature of violence and the pressures to act in certain ways is an important part of addressing those attitudes and behaviours that sustain sexual violence and abusive relationships”¹⁰

Engagement: In Relationships without Fear, girls appeared to be more engaged with these programmes than boys, partially explained through the way men are represented in the materials used. Therefore, all programmes should approach gender sensitively to combat alienation and promote an inclusive environment. SafeDates employed



case studies, such as the Alex Skeel's case, to introduce students to the fact men are not free from abuse. One student commented *‘Thank you for giving a male example.’*

Social media: Understanding young people's relationship to social media, programmes like Day Programme and SafeDates constantly update their material, referring to chart songs, the news and short films, to highlight signs of domestic abuse in a relevant and engaging way, and challenge mindsets about abuse and exploitation.

Time: Can be a crucial factor for the sustainable implementation of programmes. Exposure time may vary from six one-hour sessions (Relationships without Fear) to one-hour workshops (SafeDate). Longer-term interventions, over several weeks have been found to be more effective at changing attitudes.¹¹

“There is a need for refresher programmes every few years to cement messages in peoples mind. Ideally, they would start in year 7, as they enter secondary school, then finally in year 9 and 11 where students begin to form intimate relationships” Joanna from SafeDates

Facilitation: **Tender** uses a peer educator to advocate for healthy relationship. This model promotes sustainability and long-term impact.

To enhance interaction, SafeDate finds that workshops function better in smaller groups so that the young people feel free talk about these issues in a safe environment.



“From our evaluations before and after the workshops we noticed a huge learning curve in people's knowledge and awareness. As a result, there are more disclosures from young men, and realisations that people were perpetrating abuse.

We could not measure this as an outcome however, as this information is confidential”

Joanna, Development Manager, Safe Partnership (SafeDates)

<http://tender.org.uk/wp-content/uploads/2016/05/Tender-final-evaluation-report-summary-version-20-Sept-2012-DMSS.pdf>

https://www.barnardos.org.uk/cse_exploitation_education_rea.pdf

REaDAPt evaluation

*for the purpose of this report we reviewed six programme's chosen randomly and without any selection criteria att ched.

RECOMMENDATIONS

- Further exploration of the subject. From our survey, we acknowledged that further exploration of the subject is needed through focus group discussions and interviews. Findings would contribute to existing accounts of good practice, which could be shared among professionals. Further research exploring the role of sports and developing programmes in those areas is needed.
- Expand our horizons when it comes to outcomes. Bystander interventions and healthy relationships programmes should continue on the basis that they impart knowledge and encourage discussions as often, distal outcomes of attitudinal and behavioural change programmes are unquantifiable and hard to measure.
- Creating a safe space and initiating the conversation is important. Some programmes have found it is beneficial to have men's only spaces and these are encouraged with the right facilitators. Interestingly many other programmes are delivered to both men and women simultaneously, allowing and encouraging peer interaction and feedback. Ultimately our focus should be on creating opportunities for conversations around healthy relationship and consent to occur safely and frequently.
- The content of programmes and campaigns should take a gender equal approach and consider that everyone's experience of gender is different, and each relationship is therefore unique. All discussion needs to reflect all types of relationships and represent all people.
- A whole community response starting in schools is needed. Regular exposure to healthy relationship and consent education at school with trained external facilitators and potential peer-educators would encourage long-term impact. These discussions should extend beyond the classroom and into all community settings.
- Enable friends and family member to take up their role, The Conversations with Men survey, family members and friends markedly stood out as those who would make the best role models.
- Programmes need longevity and sustainability. The success of these programmes relies on regular exposure at school with trained external facilitators. If children are exposed to these from a young age, through school, university and beyond, facilitators and programmes need to be working together and programmes need to be financially sustainable.
- Men's experiences taken seriously: Textual responses to both surveys indicated that certain men feel that male victims of domestic abuse and sexual violence are being ignored. More must be done to show that men are indeed part of the conversation and their experiences are being taken seriously.

"I believe that the social imposition of masculine stereotypes reinforces the notion in men that seeking help or expressing feelings is not something they should do, as they are men".

Thomas* (18-24)





UK SAYS NO MORE's whole community response model

Prevention and intervention require a multi-level approach, ranging from the individual 'self-work', through to working with communities, education providers, organisations, policy and legislation. It requires recognising the impact of broader structural, political, and economic issues on domestic abuse and sexual violence.

For example, research by Walby et al (2016) that has shown how the financial crisis has led to an increase 'domestic abuse' levels in the UK with the victims being disproportionately women. Taking a holistic approach requires accepting that "being tribal and cruel is as much a part of our innate potential as kindness" (Gilbert 2010). This means we have to work as hard as societies and individuals to produce environments that do not encourage our more tribal, cruel, violent potential.

Taking such a multi-level and holistic approach recognises how domestic abuse and sexual violence are connected to violence more generally and working in such a way will have a positive impact on all forms of violence. Central to this holistic approach is men feeling positive about being part of the solution. Part of this work involves men seeing other men speaking out against domestic abuse and sexual violence, and the celebration of models of masculinity that centre values such as compassion, equanimity, reliability, patience, receptivity and alternative ways of thinking about self-worth that are not based on dominance and control, expansion and accumulation.

Overall, we need to challenge the conception that attributes violence to individuals.
Most do not use violence, but all should carry the responsibility to stop it.
Imagine Toolkit

UK SAYS NO MORE
TOGETHER WE CAN END DOMESTIC VIOLENCE & SEXUAL ASSAULT

For more information:
Tel: 0207 378 3100
email: UKSAYSNOMORE@hestia.org
UKSAYSNOMORE.org



Empowering people, changing lives

Hestia.org
Charity no. 294555
Company number. 2020165



info@staysafeglobal.com
@staysafeglobal.com