



stop • sv

summary of project

implementation and evaluation

staff training on prevention

of sexual violence



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LAYOUT AND PRINTING



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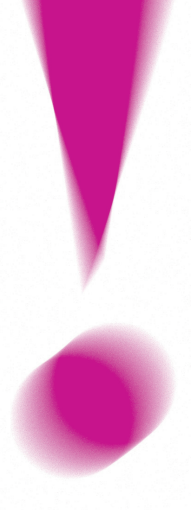
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Part 1 **stop!sv** **Programme**



stop!sv is a training programme designed to support a range of partners in preventing sexual violence in the night-time environment, particularly within pubs, bars and nightclubs. Sexual violence has considerable negative impacts on those visiting and working in nightlife, as well as wider communities and public services. It can also harm the night-time economy if individuals are reluctant to visit and use these spaces through fear of experiencing sexual violence. The **stop!sv** programme focuses on increasing the capacity of staff working in nightlife (e.g. bar servers, door staff) to recognise and prevent sexual violence within the workplace, and their ability and willingness to respond through positive bystander intervention.

The night-time economy is an active, continually changing setting where multiple activities take place with the participation and interaction of different people, organisations and interests. **stop!sv** provides a training programme that can be adapted to different settings and local needs. Whilst the programme can be implemented as a standalone intervention, prevention strategies tend to work best when they are driven by multi-agency commitment and collaboration. Consequently, this intervention also provides a framework for mobilising a community-level coalition to support the training programme. A community-level coalition involves a range of

stakeholders (including those working in the night-time economy) who have played a vital role in:

- Raising awareness of the extent, nature and impact of sexual violence;
- Engaging partners from different sectors (e.g. Government, night-time economy, public) to support the prevention of sexual violence;
- Supporting the implementation, impact and sustainability of the training programme; and,
- Implementing and supporting related sexual violence prevention activity.

To whom

is the project **stop!sv** addressed to?

To foster changes in the recreational nightlife it is necessary to engage those managing and working on these environments, so that problems and potential ways to overcome them can be discussed and pursued. In addition, the project also intends to raise awareness among the broader community, especially among youngsters participating in the recreational context both as clients and staff. The **stop!sv** project also aims to create the necessary social consensus to facilitate changes in nightlife.

For these reasons, the **stop!sv** project attempts to establish community coalitions, which facilitates networking between industry representatives and other key stakeholders. Furthermore, coalitions give support for the implementation of the staff training programme, while facilitating the development of multi-agency protocols to identify, prevent and deal with incidents of sexual harassment and sexual violence (SH/SV) in the nightlife context.

Industry representatives, managers and staff working in nightlife premises

The participation of the industry is vital for project development. Not only does the project intent to work within their premises, with their staff and clients, but industry contribution is also key to understand the problem and define prevention strategies according to the needs assessment undertaken. The project **stop!sv** incorporates a training programme to capacitate staff working in the NTE, so that they can actively participate in the creation of safer environments oriented to protect both people working in the venues as well as clients participating in the

recreational nightlife. Therefore, industry's contribution in the design and implementation of the strategies will not only increase the knowledge of this under-researched subject but also promote the recreational context as an 'educational' environment offering training, tools and legitimacy to combat SH/SV.

Policy and decision makers / Prevention professionals

The activities planned in the **stop!sv** project aim at fostering collaboration and exchange of best practices and experiences among a varied group of stakeholders and players. Along with the NTE, an essential element of the project is the interactive dialogue between policy and decision makers, prevention experts and other stakeholders that participate in the community coalitions. This collaboration enhances the identification of collaboration opportunities to facilitate synergies between related activities, as well as assisting in the dissemination of project results and incorporation of project strategies, materials and tools.

In addition, policy and decision makers, through their organizational system constitute a key element to incorporate project results for development of public policy. Furthermore, their contribution is key to promote, expand, and give visibility to project strategies and results to the broader community. Therefore, their active participation, along with the NTE, is key to inform legislation and management of those environments.

Youth organizations / other civil society organizations

The **stop!sv** project intends to engage youth organizations so that practices, behaviours and attitudes commonly accepted and reproduced can be critically discussed. Therefore, their participation in the community coalitions is also sought.

In addition, to raise awareness and reach the broader community, leaders of parents organizations as well as responsible agents from neighbourhood organization can offer additional support along project development.

Sexual violence

in nightlife environment

The World Health Organization defines sexual violence as:

“Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic, or otherwise directed, against a person’s sexuality using coercion, by any person regardless of their relationship to the victim, in any setting, including but not limited to home and work” (1).

This definition incorporates a wide range of aggressive and non-consensual acts that, in the context of nightlife environments, can include:

- Unwanted non-contact sexual attention or harassment, such as verbal comments and sexual gestures;
- Unwanted sexual contact, such as groping, kissing and touching;
- Engaging in sexual activity with someone who is unable to give consent due to intoxication through alcohol or drug use;
- Coerced sexual activity, such as through threats, verbal pressure or the surreptitious provision of alcohol and drugs;
- Sexual exploitation (e.g. providing underage access to venues in exchange for sexual favours); and,
- Rape or attempted rape.

Sexual violence in nightlife is thought to be most commonly perpetrated by male patrons towards female patrons, or female staff. However it can be committed by individuals of both genders towards both opposite and same sex victims, and can also be committed by staff – towards both patrons and other staff members.

Prevalence

At a local level, public services such as police or health services may hold information on sexual violence in nightlife. However, with many incidents going unreported such information may underestimate the problem. Internationally, a few research studies have been implemented to identify and understand the prevalence of sexual violence specifically related to the nightlife environment. Most studies focus on those using nightlife (rather than those working in nightlife). However, such studies provide an insight into the prevalence and nature of sexual violence that occurs in the night-time economy:

- In a UK study of nightlife users, 70% of females and 42% of males reported that they had experienced unwanted sexual touching during a night out at some point in their lifetime (2).
- In a study of females travelling from the USA to Mexico for a weekend night out, 38% and 1.5% reported experiencing moderate and severe sexual aggression respectively during their night out (3).
- In a study of male students in the USA, 92% reported perpetrating at least one sexually aggressive act in bars since they were students in college (4).
- In a Brazilian study, one in ten male and female nightclub patrons reported that someone kissed them or tried to have intercourse against their will whilst in the club that night; 5% of males and 3% of females reported that they had kissed or attempted to have intercourse against a person's will whilst in the club that night (5).
- In a Canadian study, around a quarter of all observed incidents of verbal or physical aggression in pubs/clubs were related to sexual/romantic overtures (6). Of these, key types of aggressive behaviours included invasive contact (e.g. rubbing groin against a person) and engaging in persistent advances following a refusal (7).

Consequences

Sexual violence in nightlife and other settings can have both direct and indirect consequences. For instance, sexual violence may lead to injury, disability or even death. Further impacts may also be placed on the victim's health and wellbeing (e.g. stress and mental health problems; substance use; unintended pregnancies and abortions; and sexually transmitted infections [5]). Impacts may also be seen on the nightlife environment. A study conducted in one UK nightlife area found that over a quarter of nightlife users would be reluctant to return to a venue in which they received unwanted sexual touching (8).

Associations

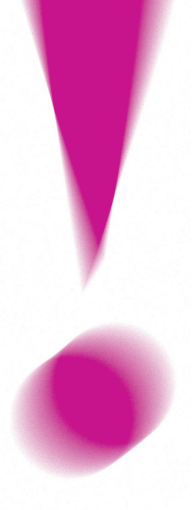
The literature suggests that the nature and prevalence of sexual violence in nightlife settings is the result of a combination of intertwining factors that can either promote (in the most part) or prevent such harms. These factors can occur at an individual (e.g. alcohol use), relationship (e.g. group dynamics), community and/or societal level (e.g. attitudes, expectations and social norms).

Prevention

Few identified studies explored the prevention of sexual violence in nightlife settings. Four studies discussed ways in which individuals (primarily females) may monitor or alter their behaviours to reduce their level of vulnerability when frequenting nightlife settings. Examples included: limiting personal alcohol consumption to reduce levels of inebriation; not walking around alone/going out in groups/remaining with friends; avoiding interactions with strangers; shaming aggressors to deter future incidents; the use of gestures and signals to alert friends to potentially compromising situations; and watching drinks to ensure they are not tampered with or only drinking out of bottles (9-12). Two studies explored community level interventions focusing on the prevention of sexual violence and other offences through alcohol policies (e.g. control of outlet density, alcohol pricing, and management of drinking environments). A study across England found that local areas with more intense alcohol licensing policies had a stronger decline in rates of violent crimes, sexual crimes and public order offences over time (13).

Part 2

stop!sv training and community coalitions



Training

stop!sv approach to learning

The **stop!sv** training programme uses a non-formal learning approach. Non-formal learning is a type of learning which takes place through planned activities (with identified learning objectives, learning time, teaching resources) with some form of learning support present (i.e. learner-teacher relationship). However it is not typically provided by an education or training institution. It may cover programmes to convey knowledge and develop skills, and can be organised by various stakeholders (e.g. businesses, civil society organisations, and the general public). Non-formal learning may increase informal learning - learning resulting from daily activities related to work, family or leisure which is not organised or structured in terms of objectives, time or learning support.

The **stop!sv** training method assumes that all participants have knowledge and experience to contribute and share. Therefore, while the training follows the sessions provided, the delivery and discussions held within the training sessions are adapted to the needs of each situation and training group. Training is guided by what participants already know, what they need to know and how and where to access the required new information. We intend to promote the development of skills that are complementary to critical thinking. Ideally, a training programme should provide an

environment that meets individual and collective needs, and allows for creativity and innovation.

It is recognised that some nightlife professionals may not be very receptive to training beyond what they see as their function, especially if the training is aimed at reducing alcohol (and other substance) use. For example, nightlife premises can often rely on the sale of alcohol as their main form of profit and managers may be concerned that staff training in prevention may harm their business. In some situations, the high turnover of staff in nightlife premises may discourage employers and owners from committing to staff training on prevention. For these reasons training design is simple, useful and focused on professionals' needs and current practices, taking into account each nightlife environment.

The stop!sv training package

The **stop!sv** training programme has four core objectives:

- 01** To raise awareness of the nature of sexual violence in nightlife settings, its consequences and associated risk factors.
- 02** To promote the unacceptability of all forms of sexual violence.
- 03** To improve awareness of ways to identify, prevent and respond to sexual violence in nightlife settings.
- 04** To develop individual's skills to enable safe bystander engagement to prevent or respond to sexual violence.

The programme is designed to be delivered in 2+ hours. This training pack includes:

- PowerPoint training slides.
- Training notes, provided for each individual PowerPoint slide including:
 - » The slide objective;
 - » The estimated time required to discuss the slide content and complete any accompanying activities;
 - » Additional materials required;
 - » Information to provide to trainees;
 - » Activities (where relevant) and;
 - » Additional considerations for the trainer (where relevant).

To access the materials, please contact a member of the partnership or visit our webpages (see contact information at the end of this document).

Community Coalitions

Collaboration is considered as key to advocacy success, and one of the most recognised forms of collaboration is through a coalition. Coalition can be defined as an organisation of organisations that work together for a common purpose. The collaboration of public and private services, enterprises, and non-profit services within the coalition is of great benefit to the community and represents diversity in knowledge and viewpoints.

One of the aims of the **stop! sv** project is to facilitate the development of community coalitions who support the prevention of SH/SV, and the development and implementation of the **stop! sv** project.

Community approach

Since many stakeholders are involved in the management and regulation of nightlife, co-operation among them is essential for the assessment, design and implementation of multi-component prevention strategies. Community awareness and community mobilisation (accompanied by other strategies) have proven to be effective in reducing young persons' access to alcohol and night-time traffic injuries, violence and crime (14). In Sweden, for example, the STAD programme – a multi-component community intervention implemented in Stockholm since 1996 - has been associated with steady decreases in alcohol-related problems in nightlife (15). Based on community mobilisation, training of servers in responsible beverage service and stricter enforcement of existing alcohol laws, some of the lessons learned by the STAD programme can be translated and adapted to the **stop! sv** programme. To support leadership, community involvement and funding in the medium and long-term, **stop! sv** builds on the consolidation of a working coalition as a strategy for enhanced development, implementation and sustainability.

The development of a working coalition at the community level is envisaged to have several benefits through promoting partnership working, sharing resources and developing and working towards collective goals.

Working coalitions in the **stop! sv** programme are intended to facilitate several processes:

- Raising awareness and community mobilisation;
- Training of staff working in premises;

- Incorporation of the training programme in prevention protocols;
- Dissemination of project findings and outcomes; and,
- Evaluating, refinement and sustainability of the training programme after pilot implementation.

Different strategies have been implemented according to local context and needs:

- In Spain, the strategy has been to involve main industry umbrella organisations and give them a key role, along with the prevention practitioners/academics participating in project development, and then involvement of main administration agencies/department working in close related subjects.
- In Portugal, a coalition has been established creating synergies with previous initiatives working in the nightlife context and engaging the main organisation representing door and security staff to overcome the lack of recreational nightlife umbrella organisations.
- In the Czech Republic, since nightlife is less organized than in the other pilot sites, the coalition has been created involving the main NGOs working in the nightlife context and/or addressing sexual harassment and, through them, reach the main industry groups working in nightlife.

Part 3

Evaluation results on stop!sv Programme



Monitoring and evaluation is an essential part of any violence prevention programme. It allows implementation and uptake of the programme to be tracked, and shows whether the programme is appropriate to its target audience; which parts of it work well and which do not; and whether it is having its desired effects. This helps determine whether the programme is an effective use of resources, how it could be improved and if it is appropriate to repeat or roll out on a larger scale.

It is important that individuals or organisations that use the **stop!sv** programme include monitoring and evaluation activity to ensure the programme reaches its target audience, is appropriate to them, and is beneficial to violence prevention.

The **stop!sv** team would be very grateful if those that implement and evaluate the programme share their experiences and findings (see www.irefrea.org).

Trainings

In 2017/18 **28 stakeholders** from Czech Republic, Portugal and Spain were provided with resources to train nightlife workers leading to the training of **114 nightlife workers**. Evaluation found that:

- In each location, local stakeholders were provided with approximately 20 hours of training to become **stop!sv** training facilitators.
- Occupational background, levels of confidence in discussing the topic, and time constraints affected some training facilitators' ability to fully engage with the **stop!sv** training (including delivery to nightlife workers).
- Nightlife worker training sessions lasted approximately 2-3 hours (except one pilot site that conducted the training of nightlife workers over a 6-hour period).
- The **stop!sv** training was generally well received. Some of those engaged in the training suggested that it could be less academic and provide a greater focus on experience of sexual violence across genders.

The post-training survey showed that, regarding nightlife worker perceptions of the **stop!sv** training:

- 85% thought that the training is useful for them in their current job role in nightlife.
- 85% found that the training will help them to better deal with sexual violence in nightlife
- 93% belief that the trainer did a good job teaching and supporting them throughout the training session.

As for the associated impact of the **stop!sv** training on nightlife workers, post-training, most participants agreed that the training had improved their knowledge on sexual violence concerning its nature and extent (87%), risk factors (86%), ways to prevent it (92%), ways to respond (90%) and information regarding help and support services (85%).

Post-training participants were significantly more likely to show increased agreement with the statements:

- Consent can be taken back at any time.
- Sexual violence is never the fault of the victim.

- I think I, and staff working in nightlife venues, can do something about sexual violence.
- I think sexual violence is a problem at the venue where I work.

Post-training participants were significantly more likely to show increased confidence in:

- Asking someone they work with to help them address sexual violence.
- Expressing concern if someone said they had an unwanted sexual experience but did not call it rape.
- Doing something if they saw a woman in a venue surrounded by men and she looked uncomfortable.

In conclusion, findings suggest that the **stop!sv** training programme is associated with: improvements in knowledge; improved attitudes towards sexual violence; and, greater confidence to intervene in sexual violence, amongst nightlife workers. A longer-term follow-up study will aim to assess whether participation in the **stop!sv** training programme is associated with positive bystander behaviours to prevent and respond to sexual violence in nightlife, and if associated improvements in knowledge, attitudes and confidence have been sustained three months post-training.

Community Coalitions

We surveyed members of the coalitions formed in Spain, Portugal and the Czech Republic to better understand the current status of the coalitions development, who were the members participating in them, and to assess the capacity of the coalition to fulfil its role. The initial analysis showed that:

- There were a total number of 28 participants in the coalition survey (13 from Spain, 5 from Portugal, 10 from the Czech Republic). (Please, note that not all coalition members participated in the survey).
- Majority (68%) were female members.
- The average age was 43.9 years.
- All members held a university degree.
- The average number of years working in the field was 12 years.
- The average number of years the institutions are active in the field was 13.5 years.

All organizations of the coalition became members because they received an invitation directly from the network. Some differences were found regarding main sectors representation in the coalitions:

- In Spain, the coalition had the most sectors involved, representing public administration (health, social services, police etc.), nightlife industry representatives, academic/research, consulate representative, and civil society organizations. Spanish coalition was the most experienced with coalition membership.
- In Portugal, coalition members were representing non-profit sector, academic/research, and business sectors.
- The Czech Republic, had a strong representation of non-profit and academic/research institute sectors, followed by the public administration sector. Czech coalition had the least experience in this type of partnership.

The fact that Portugal and Czech coalitions had the nightlife industry, police and the municipality underrepresented was well reflected by the coalition members. It was noted that engaging these sectors, it would enhance legitimacy, increase access to resources and add power and exert more influence. Involvement of media representatives was overall low but was seen as a way of how the coalition could gain more community support, visibility and strength.

The purpose of the coalition was viewed differently in the respective countries. In Spain, members were focused on prevention, information exchange and tackling sexual violence problem in nightlife. In Portugal, the understanding of the coalition role was to help with implementation of project outcomes and to further support the development of trainings. In the Czech Republic, members emphasized the need of raising awareness about sexual violence among the general public, professionals and policy makers (reflecting the relatively low recognition of this issue in the Czech society).

The **stop!sv** training programme for nightlife industry was seen as a great opportunity to attract more attention and prestige and command more respect for the coalition as a whole. Based on the responses, coalitions introducing new approaches and promoting changes in the nightlife environment would look more reliable and attractive to potential allies.

There were strengths and weaknesses identified.

In general, the strengths were:


- Common objectives and interest of the members.
- Trans-disciplinary approach to address sexual violence in nightlife.
- Transferability to other nightlife problems.

Most commonly articulated weaknesses were:

- Alternative funding at project end not ensured.
- Need to consolidate and activate the coalition structure.
- Need to strengthen collaboration with nightlife industry in the Czech Republic and Portugal.

All three coalitions in Spain, Portugal and the Czech Republic are expected to continue their work on promotion and wide implementation of the **stop!sv** programme to ensure effectiveness and longevity and to have a real impact on sexual violence in the nightlife environment in Europe.

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IREFREA Spain and Portugal

IREFREA is probably the oldest European drug prevention network. The areas covered by the Spanish and Portuguese teams include alcohol and drug prevention (research, evaluation, and programme implementation) and its members are very active in professional and scientific arenas such as the EMCDDA and NIDA. These teams have also organised many European conferences and have lead or participated in over 30 research projects at European and national level. Both teams excel in research achievements having had a social impact on risk factors including youth and gender violence. The teams have extensive experience in training and empowerment of civil society organizations both at national and international level and IREFREA is represented in the Civil Society Forum on Drugs since its initial stages.



The Public Health Institute (PHI) at Liverpool John Moores University (LJMU)

The PHI is a vibrant research community working to inform public health policy and practice, at local, national and international level. It specialises in applied research, systematic literature review, evaluation of prevention programmes and the development of public health intelligence on alcohol and drug use, violence, sexual behaviour, and exploration of the effectiveness of interventions to prevent harm in drinking environments. The PHI is a WHO Collaborating Centre for Violence Prevention, including gender violence and youth violence, with a particular interest in violence occurring in nightlife environments and a broader research expertise, focusing on alcohol and drug use, risky sexual behaviours and safer nightlife environments. The PHI co-hosts the UK focal point to the EMCDDA.



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The DA has wide experience with quantitative and qualitative research in the field of substance abuse. The DA is experienced in leading projects including implementation, evaluation and dissemination activities. It actively collaborates with the Czech National Monitoring Centre for Drugs and Drug Addictions and participates in national and international research projects. The DA has a specialized section for law and criminology with extensive experience on surveys for criminal victimization and crime measurements.



The **stop!sv** project is co-funded by the Rights, Equality and Citizenship (REC) Programme of the European Union. The **stop!sv** project includes partners from four European countries:

- Czech Republic: Roman Gabrhelik, Adam Kulhanek and Hana Fidesova (Charles University).
- Portugal: Irma Brito, Maria do Rosário Mendes and Fernando Mendes (IREFREA Portugal).
- Spain (Project lead): Mariàngels Duch, Maite Kefauver, Montse Juan and Amador Calafat (IREFREA Spain), and Karen Hughes and Mark A Bellis (Bangor University).
- United Kingdom: Zara Quigg, Charlotte Bigland and Kim Ross-Houle (Liverpool John Moores University [LJMU]).

All partners have contributed to the development of the **stop!sv** training programme, and research study design and implementation.



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For more information on the **stop! sv** project, please contact the partnership or visit our websites



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