

Gender-based violence policy

Inverness Highland Games is a family friendly event. We welcome attendees to our event to have an enjoyable time. The safety, health and wellbeing of attendees are paramount to us. One way to ensure this is to encourage a safe environment, free from gender-based violence.

Inverness Highland Games is unaccepting of sexual harassment, sexual violence and assault.

Gender-based violence is an overarching term which encompasses a number of abusive behaviours which can affect any gender, but are more commonly carried out against women by men. However, it is important to note that it can impact individuals of any age, gender, sexual orientation, faith or ethnicity. Types of violence that may occur at an event can include:

- Domestic abuse (including coercive control)
- Stalking
- Harassment or any unwanted conduct which has the purpose or effect of violating the dignity of an individual, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them, relating to their gender, sexual orientation or gender identify.
- Rape and sexual assault
- Child and childhood sexual abuse
- Commercial sexual exploitation, including prostitution, pornography and trafficking

We recognise that staff at our event may encounter attendees who have experienced incidents of gender-based violence. Staff will respond to survivors in a compassionate manner, according to the needs and preferences of the survivor.

Therefore, when communicating with attendees experiencing gender-based violence we will talk to the survivor in a safe, quiet and confidential setting. The conversation should be supportive, therefore ensure we will listen in a non-judgemental manner and allow the survivor to speak freely.

We recognise that we live in a victim blaming society. With this, sometimes survivors may not be believed and perpetrators may not be prosecuted. Therefore, survivors may have concerns over disclosure, as this carries an element of risk.

We recognise survivors have experienced traumatic situations and want to ensure they feel supported; therefore we will consider our body language and attitude towards the person, and act in ways that are non-judgemental, non-blaming and respectful. We believe survivors.

We acknowledge self-blame can be a common response to gender-based violence and so we will reinforce that abuse is not their fault, and as no justification. The fault lies with the perpetrator.

We will ensure that actions of support will be guided by the survivor's preference, except where safeguarding is an issue. (Refer to Child Protection / Safeguarding policy statement).

We understand that our role is not to investigate, simply to listen, support and guide as appropriate. We will not ask for unnecessary information. However, we will support action to gather evidence, and facilitate prosecutions if the survivor wishes to proceed with reporting the incident.

It would be the survivor's preference of whether they wish to proceed with reporting to the police, except where safeguarding is an issue.

We accept that it is the decision of the survivor whether to report incidents to the police, or not. We accept this is their decision. It is not our decision to make.

We will advise they seek medical help to address injury, risk of unwanted pregnancy, or contracting a sexually transmitted infection. ([Highland Sexual Health](#) 01463 888300)

We will signpost to further options for support including

- [Rape Crisis Scotland](#) (08088 01 03 02, Open daily, 6pm - midnight)
- [RASASH](#) (03330 066909 /support@rasash.org.uk Monday/Wednesday/Friday 9.30am to 1.00pm, Tuesday/Thursday 1.00pm to 4.30pm).
[RASASH can provide both emotional support and or practical advice and support to anyone over the age of 13 who has been raped or sexually abused throughout Highland, as well as to non-offending friends and family members]

We will share the following resources with [event / first aid / welfare / stewards / bar] staff to support a positive ethos at our event:

- [Who are you?](#)
- [Tea Consent](#)

We will communicate our gender-based violence policy and messaging, as provided by NHS Highland Health Improvement team, in the following ways:

- Inverness Highland Games official website
- Signage at the event