



**SHEFFIELD AT NIGHT**

**#LOVE SHEFFIELD, A GREAT NIGHT OUT**

# **SHEFFIELD'S WOMEN & GIRLS NIGHT-TIME SAFETY CHARTER & TOOLKIT**

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# FOREWORD

Everyone has the right to feel safe when they are out at night in our city.

Life in Sheffield goes on beyond 6pm, with many of us working, socialising, visiting or just enjoying the city at night. A significant number of Sheffield's population work at night, such as doctors, nurses, hospital staff, social care staff, retail staff, security guards, taxi and delivery drivers; there are also those that work in the hospitality / leisure industry such as hotels, sports centres, theatres, and cinemas as well as pubs, bars, nightclubs, off licences, supermarkets, takeaways, and restaurants.

The vibrancy of our city is something we celebrate, but for too long a large majority of women have experienced some level of harassment when out at night. Because of this, being out at night can induce anxiety for many women and girls, this can be whether they are visiting, socialising and/or working. The scale of the problem is huge, however, due to low levels of reporting and high levels of normalisation and minimisation (I don't want to make a fuss / it happens all the time / what's the point of reporting / I won't get taken seriously) it has far too often been pushed aside. When we think of our own experiences this normalisation and minimisation is something we recognise and are determined to challenge.

We need to act now and stand up against this behaviour so that everyone in Sheffield can live their lives to their fullest potential. To do this will require all of us coming together to improve the safety of women, girls, and everyone, at night.

This charter is our call to action for all organisations, businesses, venues, and individuals to join us in tackling gender inequality and make Sheffield a fair and inclusive city, where everyone is safe and welcome.

We are providing practical steps towards addressing women's and girl's safety in your workplace / premises or venues, such as training and resources re. the Ask for Angela scheme and have done this with a specific focus on the night-time economy.

The Equality Act 2010 deems sexual harassment as a form of unlawful discrimination, yet we know that this behaviour is far too often described and laughed off as "banter". Wherever sexual harassment or assault happens, we must call it out, support those affected and ensure that this unacceptable behaviour has clear consequences for the perpetrators.

It should go without saying that women and girls deserve to feel safe at night. This is a significant step to making that a reality.

**Council Leader**  
***Cllr Terry Fox***

**The Lord Mayor**  
***Cllr Sioned Mair-Richards***

**Chief Executive**  
***Kate Josephs***

# WHAT IS SHEFFIELD'S WOMEN & GIRLS NIGHT-TIME SAFETY CHARTER & TOOLKIT

This Charter and Toolkit is part of a Council initiative to tackle Violence Against Women and Girls, and to improve the safety of women and girls who work, visit, or socialise in the night-time economy.

The charter is for the business community and is specifically aimed at employers, businesses and venues that operate in the night-time economy in Sheffield (between 6pm and 6am). It is intended to enable them to prioritise the safety of women and girls both in their workforce, and for their customers and visitors to Sheffield's thriving night-time economy.

Everyone should feel empowered to play their part in creating a positive change to our night-time economy and the culture we want for the future. Whatever, the size of your business or venue, your location, or your area of work, we encourage you to pledge your support and commitment to the safety of women and girls.

The charter and toolkit are all about taking practical steps that will be accompanied by a citywide training programme to achieve a change in practices that are necessary to improve our culture.

It is designed to encourage all employers, businesses, and venues in Sheffield to make a commitment and enable systemic change for prioritising the safety of women and girls that may work, visit, or socialise in the night-time economy. The charter has been designed with the night-time economy in mind, but it is beneficial to the entire 24-hour economy, to all those that live, work, visit and/or socialise in our great city.

The toolkit consists of "Seven Commitments" for employers, businesses and venues to adopt and use proactively to improve women and girls' safety.

**Lead Officer for the Night-Time Economy**  
**Steve Lonnia**

# WHY SIGN UP?

## National Context

The safety of women and girls at night is a concern for the whole nation, with most females experiencing sexual harassment at some point in their lives and some reporting experiencing this type of abuse on an almost daily basis.

A YouGov poll of 2,013 adults aged between 18 and 24 who drink in bars, pubs or clubs found that:

- 72% said they had seen some form of sexual harassment
- 63% of women and 23% of men said they had experienced unacceptable behaviour
- 79% of women said they expected inappropriate comments, touching and behaviour on a night out towards them or their friends

The safety of women and girls at night is a key area of focus for central government and is now integrated into the wider government work on tackling violence against women and girls, and the attitudes that support this violence.

The Night-Time Industries Association (NTIA) state that the UK night-time economy value was estimated at over £100 billion in 2019 and accounted for over 1.9 million jobs. The revenue for the industry was recorded at over £50 billion in the same year.

We need to understand that sexual harassment, sexual assault and hate crimes generally are not experienced in the same way as other offences. This is in part because they target identity, that is, who a person is, or perceived to be. But it is also to do with the way that sexist attitudes towards women have been embedded in society for hundreds of years.

The sexist attitudes of wider society are so entrenched that victims often blame themselves and remain silent about what happened, whether due to self-blame, fear of being blamed, of being disbelieved, or being further victimised.

## Local Context

Sheffield has a vibrant and active night-time economy not only in the city centre but also across many district centres and destinations such as Kelham Island and Ecclesall Road.

Sheffield Hallam University and the University of Sheffield are two very successful universities and have a student population of over 60,000 students and growing, of which over 55% are estimated to be female.

All women and girls have a right to enjoy Sheffield at night whether they are out socialising, working or even just visiting the city. Sheffield is an inclusive city and extremely proud of

its reputation as “City of Sport” and an Outdoor City” and we have an ambition to become a “UNESCO City of Music” and to be renowned as a “Safe City” one that is safe and welcoming for women and girls.

### **What does it mean to sign up?**

The Sheffield Women & Girls Night-Time Safety Charter is a voluntary pledge by your business / venue to show that you take the safety of women and girls seriously.

By signing the charter, you show your acknowledgement of the issue and that you will be proactive in improving women and girls’ safety and experience. This will include your support to the “Seven Commitments” within the charter and that you will undertake the actions listed in each of the seven commitments.

You will be part of building a strong network of businesses and venues that are dedicated to making a positive change to the experience and safety of women and girls at night.





# WOMEN & GIRLS NIGHT-TIME SAFETY CHARTER

## THE SEVEN COMMITMENTS

### Champion

Appoint a named contact for this work who will champion and drive forward action and change

### Communication

Create a positive and visible communication campaign both online and in your premises support existing campaigns such as 'Ask for Angela'

### Support your staff

Make clear the process for responding to unacceptable behaviour and supporting cultural change

### Support your customers

Communicate options available to customers and visitors for reporting unacceptable behaviour

### Training: Response

Providing specialist training on this matter, including how to create the right environment and culture

### Training: Record keeping

Ensuring staff are aware of the discretion and confidentiality required

### Designing for Safety & Security

Auditing your space / premise to create a safe environment that is well lit, risk assessed and safe to move around



# 1. APPOINTING A CHAMPION

## What is a Champion?

A Safety of Women & Girls champion in your business / venue is someone who can make a difference because they are:

- passionate about helping people and understand that the safety of women and girls is a shared responsibility
- able to give time and resources to undertake meaningful activities and advocate for practical and cultural changes
- willing to engage colleagues constructively and positively when taking action to address the safety of women and girls, and encouraging others to do so too
- keen to communicate and spread the word about the commitments you have been able to meet
- able to empower colleagues to challenge inappropriate language, behaviours, and practice and support the training agenda
- have been given the authority and permission to undertake this role for your business / venue and is suitably trained

## Who should your Champion be?

Your champion could be any responsible person within your business / venue, for example the licensee, venue manager, HR manager, or a supervisor. Ultimately the decision is yours, on who you think best fits the role and is capable of driving systematic change across your business / venue.

It should be someone that is passionate and willing to speak up and challenge others. They should be enthusiastic about doing the role, be committed, and understand the need to change cultures, rather than have previous experience or qualifications.

## What will the Champion do?

The champion will become the main point of contact for work around the safety of women and girls, ensuring all policies and priorities are met. They will be responsible for overseeing the promotion of a culture of safety, equality, diversity, and inclusion at your business / venue and share best practice with other organisations.

It is important that you support your champion to do this role effectively. For example, ensuring that the individual's manager(s) are aware and understand the extra responsibilities and the time requirements involved and that the champion has access to suitable training around policies and procedures.

**We hereby commit to:**

- Appointing a “Champion” for the safety of women and girls within our business / venue and for our customers or people who visit our business / venue
- Making all staff / team members aware of who our Champion is so that they can go to them for advice and any available resources regarding the safety of women and girls
- Working in partnership with Sheffield City Council and South Yorkshire Police to network, share best practice, and ensure any incidents / issues are properly recorded and reported.



# IT'S OKAY IT'S JUST A BIT OF BANTER

97% OF WOMEN AND GIRLS IN THE  
UK HAVE BEEN SEXUALLY HARASSED.

IF YOUR WORDS OR ACTIONS ARE  
MAKING SOMEONE FEEL UNCOMFORTABLE  
OR THREATENED .....

# THEN IT'S NOT OKAY

## 2. COMMUNICATION IS KEY

### **Why is communication so important?**

Sharing your businesses / venues commitment to the safety of women and girls can have a huge positive impact for your staff, customers, and visitors.

The simple act of developing, distributing, and displaying a poster or notice about your values in relation to the safety of women and girls and the consequences of unacceptable behaviour can deter unacceptable behaviour and have a huge positive impact on the safety of the environment.

It will help promote your business / venue in a positive way and encourage people who want to work and / or spend time at the premises because they know it is safe. For example you could sign up to the city's Ask for Angela scheme as a start and new Sheffield Against Sexual Harassment posters and cards are also available (contact [DACT@sheffield.gov.uk](mailto:DACT@sheffield.gov.uk)).

Too often, sexual harassment and assault is not talked about due to the fear of not being believed, understood, or it is seen to be a confidential matter. Women and girls' safety should be a matter for everyone and it is important to create an environment where everyone feels comfortable and confident to report incidents and where the perpetrators know that this kind of behaviour will not be tolerated.

By displaying posters, information, signposting your reporting procedures and sharing your priorities with staff, customers,

and visitors, you are communicating a clear narrative that it is the right of every woman or girl to be safe and feel safe in your premises.

### **What should the communications look like?**

They may take the form of a poster campaign or simple notices, publish your harassment policy on your website for all to see. Use your social media channels to remind staff, customers, and visitors that you will respond to inappropriate behaviour and will prioritise the safety of women and girls. On occasions communications may be provided from partners such as the Council (e.g. Ask for Angela, Sheffield Against Sexual Harassment, Know the Line) or Police so make sure that these are shared and displayed where they can be seen by everyone. Promote a united front to the safety of women and girls.

### **We hereby commit to:**

- Communicate to staff, customers, and visitors that we take the safety of women and girls seriously and that we encourage people to come forward and report incidents.
- Making use of internal and external communication channels to express our zero-tolerance policy on unacceptable behaviour and provide details of how to report this.
- Ensuring that staff know how to respond if someone tells them they have been harassed or assaulted.

# 3. SUPPORTING YOUR STAFF

## How can we create this environment?

There are many ways that you can change your organisations' environment to ensure that you are creating a culture that is safe for staff.

The Equality Act 2010 defines sexual harassment at work as unwanted conduct of a sexual nature which has the purpose of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating, or offensive environment for them.

We need to acknowledge that there are barriers to creating the right environment, and we need to help reduce and remove them from our workplace, business or venue through a combination of cultural and practical changes.

## Creating a supportive environment:

Listed below are some examples of how you can create a safe environment:

- Publish your Sexual Harassment Policy and Equalities Statement online. Review them on a regular basis and keep them up to date
- Invest in sexual harassment and equalities training for all your staff, and / or attend any free training provided by Sheffield City Council and its partners
- Undertake an anonymous survey of your staff team to get a full view of how safety is experienced across the organisation. Who feels safest? in which roles? When do staff feel the least safe and why?
- From the survey, conduct a risk assessment identifying situations, places, and times when women's safety is compromised and take actions to mitigate the risks
- Develop and use a code of conduct to set clear professional boundaries of behaviour
- Send a circular to all staff clearly communicating your policy and reminding them that all reports are confidential and will be taken seriously
- Call a special meeting with managers to discuss and plan the different ways women's safety could be made a priority, including supporting the progress and leadership journeys of women in your organisation
- Address workplace bullying and use administrative measures to vary power dynamics, for example rotating who chairs the meetings. This includes ensuring that every employee has more than one line manager who they can talk to

- Investigate how skilled your teams feel when it comes to challenging harmful or sexist jokes or comments in the workplace. You can use role play as the best way of addressing inappropriate behaviour

## **Being sexually harassed and/or abused is extremely distressing and can be life changing.**

### **Complaints**

Make sure staff have easy access to your complaints procedure and that you have explained it in detail. The person making the complaint will need to feel assured that:

- It will be taken seriously
- Individuals will not try to make them confront the person they say sexually harassed them
- Victims will not be quizzed about their personal life
- Their personal information will be kept safe and secure and will be treated confidentially
- Victims will not be victimised for making a complaint
- Victims should not feel blamed - how someone dresses or whether they were intoxicated or not

should not be considered a factor in any investigation

- Ensure that everyone involved keeps the matter confidential

### **Responding to a report**

Some best practices to support staff when dealing with a report, include:

- Ensure that they and everyone involved keep the matter confidential
- Explain how information will be shared, recorded, and secured
- Think very carefully about the way they handle a report, to make sure they do it fairly and sensitively and follow the right procedures
- Make sure they carry out a fair and thorough investigation and handle it very carefully
- If the report becomes a formal complaint, tell everyone involved in the report what the process will be and what the outcomes are when they are decided on
- Handle the complaint as quickly and thoroughly as possible – be clear about timescales
- Signpost to specialist support organisations
- Update the complainant (without

breaching confidentiality) or provide reassurance that action has been taken

- If a report is made that someone has been victim of a crime then consideration should be given to contacting the police in line with the victims wishes. The police work in the night time economy and will be able to respond appropriately. For cases where there is a danger to life call 999, in other cases use the WEBCHAT or call 101.

There is a list of support services in the “Further Information” section on pages 22 & 23.

## **Internal Procedures**

- Review the ACAS Advice on Sexual Harassment
- Remember the procedure you have followed will be considered if the case reaches an employment tribunal
- Ensure the person can report informally to you, as well as to make a formal grievance, if this is what they want to do
- Remember you may consider a disciplinary procedure against the person they are reporting if they are an employee

- Ensure you follow your own sexual harassment policy and procedure, if you do not have one the TUC have a helpful resource
- NOTE: An employment tribunal will expect you to have taken all reasonable steps to prevent sexual harassment. Otherwise, you could be held responsible too. This is called ‘vicarious liability’

## **We hereby commit to:**

- Creating an environment where staff feel comfortable to report any sexual harassment or assault, they have experienced at work
- Conducting timely, fair investigations / processes and making changes, as needed when incidents are reported.
- Providing resources and details of local services, as this an essential part of supporting staff
- Ensuring your policies include information around the Women's Safety Charter.

# DO



**PROMOTE A ZERO-TOLERANCE MESSAGE AND INCLUDE WHY HARASSMENT IS NOT OK (E.G. NO ONE SHOULD FEEL UNSAFE WHILST THEY ARE HERE)**



**SUMMARISE THE OPTIONS YOU ARE ABLE TO OFFER FOR REPORTING INCIDENTS (E.G. TEXT, EMAIL, IN PERSON, TELEPHONE ETC.)**



**USE POSITIVE LANGUAGE (E.G. “WE AIM TO CREATE A SAFE AND WELCOMING ENVIRONMENT FOR OUR CUSTOMERS”)**



**FOCUS ON THE CONSEQUENCES FOR UNACCEPTABLE BEHAVIOUR (E.G. “YOU WILL BE ASKED TO LEAVE”)**



**COMMUNICATE TO YOUR STAFF THAT AS AN EMPLOYER YOU TAKE ALL COMPLAINTS, INCLUDING SEXUAL HARASSMENT SERIOUSLY**



# DON'T



**BLAME THE VICTIM OF THE ABUSE OR MAKE THEM RESPONSIBLE FOR SOLVING IT (E.G. TELLING PEOPLE TO STAY WITH THEIR FRIENDS AND STAY ALERT). WOMEN AND GIRLS WHO ARE TARGETED SHOULD NOT HAVE TO CHANGE THEIR BEHAVIOUR WHEN IT IS PERPETRATORS WHO CAN MAKE A CHOICE NOT TO HARASS SOMEONE**



**USE GRAPHIC IMAGES WHICH CAN BE OFF-PUTTING**



**USE SENSATIONALISING LANGUAGE OR HUMOUR WHEN DESCRIBING THESE OFFENCES**



**SCAREMONGER OR USE DESCRIPTIONS OF VICTIMS OR PERPETRATORS**



**MAKE THE PROCESS FOR REPORTING LENGTHY AND COMPLICATED OR GIVE MIXED MESSAGES**

# 4. SUPPORTING YOUR CUSTOMERS AND VISITORS

## **Making a change**

Of course, we want sexual harassment, assault, and any other forms of gender-based violence to stop. We know this may not be possible to eradicate immediately, but we can all take steps to do more.

## **THE THREE R'S**

### **Responsibility**

Businesses and venues that bring people together at night have a duty of care to ensure their spaces do not further enable harassment, assault, or violence towards women and girls. It is important to recognise that taking responsibility is not the same as taking liability.

### **Report**

A total end to these often-criminal behaviours is a long way off and businesses and venues cannot prevent every single incident. We can however, when incidents do happen, make reporting simple, discreet and a hassle-free choice. The process for what will happen next should be clear and displayed at your premises and on the internet with a range of options for how an incident can be dealt with.

## **Response**

Choosing to speak up should be encouraged through promoting a supporting culture that believes and takes seriously those who come forward. Staff should be well trained and feel confident on how to respond to these reports in a clear, consistent, professional and empathetic way that prioritises safety and care, not personal judgement.

### **We hereby commit to:**

- Having a clear written policy and procedure on how to respond to reports of harassment or assault on customers or visitors
- Clearly communicate / display details of how to report such incidents
- Develop a range of reporting methods for example in person, email, telephone, in writing or feedback form
- Supporting staff to access suitable training

# 5. TRAINING: YOUR RESPONSE

First and foremost, you need to ensure that all your staff are confident and trained to take details of a report of sexual harassment. They should understand that all businesses and venues have a responsibility to do everything within their power to be as safe and welcoming as possible for everyone.

## How to respond to a disclosure of harassment

The person coming forward has chosen you because they feel able to let you know what has happened. You are in a position of trust. Most people never speak up due to fear of being blamed or disbelieved, so the first thing you say is vital.

- Demonstrate belief (thank them for coming forward and sharing the information)
- Validate their experience (“That is not acceptable”)
- Explain their options (“We have a policy which is ..... and I am going to see what I can do to help”)
- Check you have understood what you have been told (repeat it back to them)
- Ask about any physical injuries or urgent needs

- Provide reassurance that the matter will be investigated, and procedures are in place

## Communicate

A person that may be being harassed should know they are not alone, that they can tell someone, or if you are an employee tell a colleague about what you have seen or about what you have experienced. No matter how minor it may seem, report it, as this prevents escalation.

## Be an active bystander

Responding quickly and effectively to harmful behaviour(s) can start with focussing your attention and support on the person being targeted. If possible, get security or someone to check in on the person you think is experiencing unwanted attention or simply keep monitoring the situation until it is possible to approach the individual. Training staff to recognise and report unacceptable behaviour can help with prevention.

Individuals will need to have undertaken relevant training or had information on how to intervene safely e.g. from the Suzy Lamplugh Trust or Hollaback.

## Record Keeping

Recording all incidents and reports, no matter how minor is extremely important

and may assist in future investigations. Keep notes clear and to the facts not opinions.

Do not forget your premises has CCTV and can also be used to monitor the situation.

## **Culture**

A culture of belief can become embedded in your business / venue by regularly briefing and training staff and including your policy in new staff's inductions. Making women and girls safety, and inclusion & diversity part of your team culture through daily conversations.

This will be an ongoing process; staff should be encouraged to challenge any victim blaming attitudes and managers should encourage and provide learning opportunities on this subject.

## **We hereby commit to:**

- Ensuring that every member of staff believes and supports anyone who comes forward to report something that makes them feel uncomfortable and that management support staff through encouraging belief.
- Ensuring staff understand that sexual harassment can be racialised and otherwise used in ways that draw on difference or disadvantage such as a person's disability, gender identity, or insecure employment status. This targeted kind of harassment should be acknowledged and recorded.

Ensuring we provide specialised training for staff on sexual harassment and assault, with a focus on how to identify, respond and intervene safely if incidents take place.

# **6. TRAINING: RECORD KEEPING**

All businesses and venues should follow appropriate discretion and confidentiality and their policies and procedures when recording incidents of sexual harassment or assault. Staff should know that no matter how minor the incident might seem, it is essential that it is recorded in an appropriate manner with sufficient detail to enable further investigation if required.

## **We hereby commit to:**

- Ensuring that all incidents of sexual harassment or assault are recorded in compliance with data and confidentiality guidelines
- Using appropriate discretion and confidentiality
- Licensed premises must make use of their incident log-book which will be securely stored

# 7. DESIGNING FOR SAFETY AND SECURITY

It is only when we all feel safe that we can truly thrive as a city and a night-time economy.

Businesses and venues need to assess their venues design and clientele to enable them to consider:

- If the layout / design of the premises supports women and girls to move around easily and leave an area safely?
- Are the premises sufficiently lit and covered by appropriate levels of CCTV?
- Does the style and character of the environment change due to the use of the space/premises?
- Can you provide a space for customers or visitors that need medical assistance or simply a space to recover if they have been harassed?

## Crack Radio

If a person is identified as behaving unacceptably but does not meet the threshold to call the police then the CRACK radio system should be used. This should include a description of the behaviour and the person who did this. Other venues can then consider refusing entry or be extra vigilant around that person. We encourage all venues to sign

up for and use the crack radio system.

## Partnership Support

If you require any advice or guidance, support is available from South Yorkshire Police Licensing, South Yorkshire Police Designing Out Crime Officer, and the Council's Lead Officer for the Night-Time Economy. For training on Ask for Angela and responding to drink spiking contact the Domestic Abuse Coordination Team in the council.

Any businesses or venues should seriously consider joining the Sheffield Licensing Watch Scheme (Free) where support and guidance is readily available, and premises can share best practice. The scheme is open to all venues that hold a premises licence.

## We hereby commit to:

- Ensuring that we have the appropriate levels of CCTV and that it is working and recording and will be reviewed as needed
- Ensure that all areas of the premises are lit to a reasonable level
- Undertaking a safety and access audit of the premises
- Join and attend meetings of the Sheffield Licence Watch Scheme

# 8. FURTHER INFORMATION & RESOURCES

**Local support services and campaigns in Sheffield if you have experienced sexual abuse, harassment, or assault**

## **Know the Line campaign**

Campaign addressing sexual harassment and violence in public places in Sheffield and South Yorkshire. Resources and information (including about combatting sexual harassment at work) are available from ***knowtheline.org***

## **Hackenthorpe Lodge**

Offers free support and practical help to anyone in South Yorkshire. People are directed to Hackenthorpe Lodge as the first point of support following rape / sexual assault, especially if you are considering making a report to the Police.

If you would like to speak to someone, they are available on **0330 223 0938** or you can send them an email at ***hackenthorpelodge.sarch@nhs.net***

## **Sheffield Rape and Sexual Abuse Centre (SRASAC)**

Works to support recovery from the emotional and psychological distress caused by trauma from rape, sexual violence, or sexual abuse/exploitation whenever it happened in a person's life. The service also provides Independent Sexual Violence Advisors.

Contact SRASAC on **0114 241 2788** or by email at ***info@srasac.org.uk***

## **Independent Domestic Abuse Service (IDAS)**

Specialist charity supporting anyone in Sheffield experiencing or affected by sexual violence / abuse in a domestic abuse context.

Contact the IDAS Sheffield helpline on **0808 808 2241** or by email at ***info@idas.org.uk***

## **Young Women's Housing Project (YWHP)**

Specialist service offering supported accommodation and therapeutic provision to young women aged 16-25 years and their children, who have been affected by sexual abuse, sexual exploitation and intimate partner abuse.

Contact YWHP sexual abuse support service on **0114 268 0580** or by email at ***ywhp@ywhp.org.uk***

## **Vida Sheffield**

Voluntary sector organisation offering specialist therapeutic services and training to work towards the vision of life without domestic and sexual abuse, and in particular violence against women and girls.

Contact Vida Sheffield on **0114 275 0101** or by email at ***admin@vidasheffield.org.uk***

## NATIONAL SUPPORT SERVICES:

### Saffron Sheffield

Offer a free counselling and psychotherapy service to women in Sheffield who have experienced trauma or abuse.

Contact Saffron on **0114 275 2157** or by email at **office@saffronsheffield.org.uk**

### ACAS & TUC support:

Sexual harassment advice: **[www.acas.org.uk/sexual-harassment](http://www.acas.org.uk/sexual-harassment)**

Creating a procedure: **[www.tuc.or.uk/resource/preventing-sexual-harassment](http://www.tuc.or.uk/resource/preventing-sexual-harassment)**

### Equality Advisory Support Service (EASS)

If you have experienced discrimination, which includes sexual harassment and harassment related to your sex, you can get help from the EASS discrimination helpline - **0808 800 0082**

*(Monday to Friday  
9am-7pm, Saturday  
10am-2pm)*

### Equality and Human Rights Commission (EHRC)

You can find useful information about discrimination and sexual harassment on the EHRC website at **[www.equalityhumanrights.com](http://www.equalityhumanrights.com)**

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**POLICE**



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