



Consent Framework Implementation Oversight Group Terms of Reference

1. Background to the Consent Framework Implementation Oversight Group

The [Framework for Consent in Higher Education Institutions](#) was published on 5 April 2019 by the Minister of State for Higher Education Institutions. It was followed in spring 2020 by the IUA's [Guidance for Universities: How to Respond to Alleged Staff or Student or University Related Sexual Misconduct](#). The HEA has called for Institutional Action Plans, based upon the framework, to be developed on tackling sexual violence and harassment. The deadline for the publication of these plans is 26/03/2021. Reporting begins in Q3 2021.

The four key outcomes of the Framework will be:

- **Institutional culture:** Effective structures in place, with institutions assigning responsibility by a management team member to implement the framework, including stakeholders, in the process
- **Institutional Processes:** Recording and reporting of statistics of incidents
- **Institutional policies:** Dedicated policies consistent with the aims of the Framework, with clear lines of responsibility, reporting, transparency, and implementation supported by institutional leadership
- **Targeted initiatives:** for students and staff, including direct student facing activities that promote an understanding of consent, an education plan to support students and staff, systems for measuring the effectiveness of initiatives and accessible trauma-informed services.

2. Objectives and Duties

This Group will ensure:

- I. The University is in compliance with the Consent Framework and Guidelines set out by the Irish University Association, including the preparation and monitoring of an Action Plan and reporting to the HEA
- II. A revised dignity and respect policy is launched and communicated across the College community;
- III. Each workstream (staff; students; students and staff) executes the education and awareness programme for their constituents;
- IV. That it co-ordinates the reporting of incidents on an annual basis

3. Proposed Membership of the Oversight Group

Associate Vice Provost Equality Diversity and Inclusion (Chair) – Lorraine Leeson
Dean of Students – Catherine McCabe
Director of Human Resources – Antoinette Quinn

Acting Director of Student Counselling – Trish Murphy
Senior Dean – Eoin O’Sullivan
Junior Dean – Philip Coleman
Senior Tutor – Aidan Seery
Dean of Graduate Studies – Martine Smith
Associate Dean of Research – Maria Brenner
Students’ Union Representative – President (Leah Keogh)
Graduate Students’ Union Representative – President (Gisele Scanlon)
Internal Advisor (with subject matter expertise) - Stephanie Holt
Head of Communications – Sally-Anne Fisher
External Representative (with subject matter expertise): Shirley Scott (Rape Crisis Centre)
External Representative: Member of Trade Union, Maria Kelly
Representation from groups at risk of sexual violence (disability; ethnic minorities; LGBT+) Director
Disability Service, Declan Treanor; Representative of experience of racial minorities, Gabrielle
Fullam; representation from LGBTQ+, Daire Kelly
College Solicitor, Sinead MacBride
Acting College Solicitor, Rose Gaynor
Acting Equality Officer, Siobán O’Brien Green
Research Assistant, Sexual Consent Education and Sexual Violence Prevention, Aoife Grimes
Consent project support: Susan Maguire (HR)

- 3.1. A member of HEI senior management team will have responsibility for the implementation of the Framework
- 3.2. The committee, in line with HEA recommendations, will be comprised of key stakeholders including academics, support services, administration, and students’ unions, and will ensure due regard to balanced representation, in particular representation of groups at particular risk of experiencing sexual violence and harassment; women, those with disabilities, ethnic minorities and LGBT+.
- 3.3. Liaison and partnership with external specialist agencies is necessary to ensure effective engagement with external structures.
- 3.4. The working group will be supported by a designated Senior Human Resource Professional.
- 3.5. Membership of the working group will be reviewed as necessary by the Chairperson in consultation with the VP/CAO.

4. Meeting arrangements

The working group will normally hold meetings once per term once the Action Plan has been established. Meetings will be more frequent (fortnightly or monthly as necessary) until the Action Plan has been published.

5. Reporting line of the Oversight Group

The Oversight Group will have a reporting line to the Provost, through the Vice-Provost/Chief Academic Officer.

6. Deliverables

Action Plan to be published (26th March 2021) and progress against it measured and reported to the HEA an annual basis thereafter, as requested, beginning Q3 2021.

Approved by the Consent Framework Implementation Group ...9/Feb/2021

Approved by EOG ...16/Feb/2021.....

Approved by Board