



ESP Forum Action Plan 2022 – 2025: Summary  
52 actions across 5 work streams

**Institutional Culture (8 actions)**

- A senior management team member will be responsible for Framework implementation
- Establish a working group of key stakeholders to coordinate Framework implementation
- Liaise and partner with external specialist agencies to ensure effective engagement with external structures

**Institutional Processes: Recording (11 actions)**

- Record and report statistics on harassment, assault and rape in the context of strategic dialogue with the HEA
- Create an easy to use system for students to disclose and report incidents and ensure awareness and understanding of mechanism amongst staff and students
- The reporting system for students is compatible with complainant/survivor rights, cognisant of the needs of vulnerable groups, and has the confidence of the higher education community

**Institutional Processes: Policies (8 actions)**

- Dedicated policies consistent with the HEA's Consent Framework aims
- Policies explicitly link clear lines of responsibility, active responses, institutional reporting and undergo regular review
- Policies include guidelines for addressing student complaints, including transparency for all involved
- Policy implementation is supported by compiling relevant information, leadership of high level RCSI officer, and through the appropriate structures, an annual report on institutional initiatives and data to the Governing Authority

**Targeted Initiatives (21 actions)**

- RCSI will provide direct student-facing activities including workshop/classes that promote an understanding of consent as well as student understanding and skills for speaking up and calling out unacceptable behaviour
- Communications campaigns aligned to the Consent Framework to drive cultural change and awareness
- RCSI will create and implement an education plan to ensure all staff and relevant students have at least a minimal agreed understanding and capacity to support students; create and implement a training plan for staff and students who contribute to initiatives and services; create and implement a system for measuring effectiveness of initiatives
- RCSI will provide accessible, trauma-informed services for supporting student disclosure, reporting and complaints and for counselling and advocacy

**Research & Curriculum Development (4 actions)**

- Educate future healthcare professionals to be trauma-informed and train them how to respond appropriately to survivors of sexual violence and abuse in their clinical practice
- Provide an evidence-base and training resources that promote awareness and understanding of consent and related issues that are culturally diverse and inclusive

