

## Women's Safety Charter FAQ for businesses

### 1. What is a Women's Safety Charter?

Southwark Council takes women's safety seriously. That's why we are tackling it head on, with a proactive approach that will really make a difference and why we have become the first council in the country to appoint a deputy cabinet member for women's safety.

Southwark Council has carried out a wide consultation exercise speaking with people who live, work and socialise in the borough. They have told us that women being sexually harassed in nightclubs, bars and pubs is an issue which affects their quality of life. Women also disclosed that if a man groped them in a club, they would not complain to a member of staff. Southwark's Women's Safety Charter lays out some principles for licensed venues setting out how they will support victims of sexual harassment in their premises.

### 2. Why is the Council taking this initiative?

Our consultation has told us that female sexual harassment at bars and night clubs is seen as normalised behaviour and goes unchallenged and unreported. Harassment can frequently be trivialised and women and men can feel that is not worth confronting; they should just 'get on with it'. The issue is particularly pertinent in a borough like Southwark, with a busy nightlife and three alcohol saturation zones.

### 3. What is the extent of the concern / How do we know this is a problem?

Low level sexual harassment is very rarely reported and therefore no reliable records exist of its prevalence, however there is a lot of anecdotal evidence. An important part of the women's safety charter development stage has been a borough wide consultation (or community conversation) on women's safety which has assisted us in having a clearer picture of how much these issues affect women.

### 4. Why have you chosen my premises?

We have already found some forward thinking businesses to become champions for this cause and pioneer the implementation of WSC in their premises (see below) but we are always looking to expand and looking for a mixture of clubs, bars, pubs and other premises licensed which sell alcohol.

### 5. Why should we get involved?

There are a number of benefits to having your business linked to this initiative:

- There will be extensive publicity and females in the borough will get to hear how your venue is a safe place for them to socialise and go out in. Your premises will be listed on the council's women's safety charter webpage. Here is a sample of the media coverage we have had to date:

Southwark Council is cracking down on sexual harassment in clubs:

<http://www.cosmopolitan.co.uk/reports/news/a32102/southwark-council-sexual-harassment-charter/>

Women's Safety Charter: London venues including Ministry of Sound sign up to council initiative to stop harassment at bars and clubs

<http://www.independent.co.uk/news/uk/home-news/womens-safety-charter-london-venues-including-ministry-of-sound-sign-up-to-council-initiative-to-stop-harassment-at-bars-and-clubs-9936983.html>

Women Safety Charter launched in London (online and broadcast)

<http://www.bbc.co.uk/news/uk-england-london-30568147>

London Council gets tough on bum pinchers: charter clamps down on nightclub harassment

[http://www.huffingtonpost.co.uk/2014/12/18/london-council-gets-tough-bum-pinchers\\_n\\_6348310.html](http://www.huffingtonpost.co.uk/2014/12/18/london-council-gets-tough-bum-pinchers_n_6348310.html)

Could this be the end of bum pinching in nightclubs? London council introduces zero tolerance policy on sexual harassment encouraging women to speak out  
<http://www.dailymail.co.uk/femail/article-2877704/London-council-introduces-zero-tolerance-policy-sexual-harassment-encouraging-women-speak-out.html>

Could bum pinching finally be on the way out of British clubs? (interview with Cllr Burgess)  
<http://www.telegraph.co.uk/women/womens-life/11296145/Could-bum-pinching-finally-be-on-the-way-out-of-British-clubs.html>

- Your premises will be a more relaxed and welcoming environment which will attract customers (particularly females).
- Your business will be contributing to making Southwark one of the safest London boroughs for women and it could assist your business to fulfil its corporate social responsibility policies.

## 6. We already care for our customers, why do I need to do more?

We would like to build on your good practice and utilise your staff's experience in knowing how to diffuse situations so that they do not escalate. You might already be going the extra mile to ensure women can relax and have a good time in your venue in the knowledge that reports of harassment will be taken seriously. The Women's Safety Charter will be a great way to let existing and would be customers know about this.

We are also offering free training for your staff on how to deal effectively with reports of harassment.

## 7. Won't it make my premises look as though it has problems?

There is a carefully thought through communications campaign to support the women's safety charter work. We have consulted with businesses like yourself to ensure the right messages go out at the right time.

Here's a copy of the posters we have co-designed with licensees, which are already being displayed in the venues who have signed up:

**We want you to have a good night out.**

We take women's safety seriously and believe harassment has no place on a night out.

As part of Southwark's Women's Safety Charter our staff are trained to help support you on dealing with these issues.

If you're feeling intimidated or threatened please talk to them so you can get on with having a great night.

We are signed up to the Southwark Women's safety charter. To find out more go to [www.southwark.gov.uk/womenssafety](http://www.southwark.gov.uk/womenssafety)

Southwark Council

Good Out

Fairer future  
Create a safer future

[www.southwark.gov.uk/womenssafety](http://www.southwark.gov.uk/womenssafety)

## 8. Who has signed up to the Women's Safety Charter so far?

Here is a list of some of the businesses who have already signed up to our Women's safety Charter and the list is constantly expanding but if you know of any other venue in Southwark who might be interested in taking part please do let us know:

Actress, SE22	Leadbellys Bar & Kitchen, SE16	The George, SE1
Adam & Eve, SE16	Leather Exchange, SE1	The Gladstone, SE1
All Bar One, SE1	House of Tippler, SE22	The Good Intent, SE17
Alleyns Head, SE22	Lerryn's Cafe, SE15	The Grange, SE1
Ancient Foresters, SE16	Lord Nelson, Union St SE1	The Great Exhibition, SE22
Aqua Shard, The Shard, SE1	Lord Nelson, Old Kent Road, SE1	The Greyhound SE15
Asylum Tavern, SE15	Lordship, SE22	The Charlie Chaplin, SE1
Balls Brothers SE1	Luxford Bar, SE15	The Coronet, SE1
Barcelona, SE22	Mamuska Restaurant, SE1	The Herne Tavern, SE22
Barrow Boy and Banker, SE1	Man of Kent, SE15	The Hope, SE15
Belushi's, SE1	Marquis of Wellington, SE1	The Horniman at Hays, SE1
Bermondsey Social Club SE16	Mayflower, SE16	The Ivy House, SE15
Black Horse, SE1	Ministry of Sound, SE1	The Kentish Drovers SE15
Blue Anchor, SE16	Mondrian SE1	The Lord Palmeston, SE22
Blue Eyed Maid, SE1	Montpelier, SE15	The Kings Arms, SE1
Boot and Flogger, SE1	Mystique UK, SE15	The Market Porter, SE1
Brew Bird, SE5	Oblix Restaurant, SE1	The Mug House, SE1
Brick Brewery, SE15	Old Bank, SE16	The Nags Head, SE15
Camberwell Arms, SE15	Old Nuns Head, SE15	Theo's, SE5
Canavan's Pool Club, SE15	Rising Sun SE1	The Olde Apple Tree, SE15
Canopy Beer Company	Peckham Liberal Club, SE15	The Old Kings Head, SE1
Caravaggio, SE5	Peckham Pelican Club, SE15	The Old Thameside Inn, SE1
Castle Brasserie, SE1	Peckhamplex, SE15	The Paperworks, SE1
Castle PH, SE22	Pizza Express, SE1	The Pidgeon Hole, SE5
China Hall, SE16	Pommeliers Rest, SE1	The Plough, SE22
CLF Art Café. SE15	Pop Up Play Ltd., SE22	The Prince Albert, SE15
Clockhouse, SE22	Presidential, SE1	The Miller of Mansfield, SE1
Communion Bar, SE5	Prince of Peckham, SE15	The Ring SE1
Cool and Cozy, SE5	Pyrotechnists Arms SE15	The Rose, SE1
Corsica Studios, SE1	Queen Victoria, SE16	The Roxy, SE1
Costcutter, SE1	Rock Island, SE1	The Royal Oak, SE1
Crust conductor SE15	Red Sea, SE5	The Rye, SE15
Darkroom Student's Union Bar, SE1	Roebuck, SE1	The Salt Quay, SE16
Dean Swift, SE1	Rose and Crown, SE1	The Sheaf SE1
Dee Dee's, SE24	Rye Wax, SE15	The Ship Aground, SE1
Distriandina UK Ltd, SE1	Shangri La Hotel, SE1	The South London Gallery, SE5
Draft House SE1	Shipwright Arms, SE1	The Tiger, SE5
East Dulwich Tavern, SE22	Simon The Tanner, SE1	The Wheatsheaf, Stoney Street SE1
Elephant & Castle, SE1	Sir Robert Peel SE17	The Vault, SE1
Employment Academy, SE15	Six Yard Box, SE17	The Victoria, SE1
Fab Restaurant & Bar, SE24	Slug & Lettuce, SE1	The View from The Shard, SE1
Flying Pig, SE22	Southbank Nightclub, SE5	The Woolpack SE1
Founders Arms, SE1	Southwark Tavern, SE1	The White Horse, SE15
Four Quarters, SE15	St Christophers, SE1	Tito's, SE1
Fox on the Hill, SE5	St James of Bermondsey, SE16	Too Many Cooks SE1
Franklin's, SE22	Stormbird, SE5	Trinity, SE1
Frenchie Bistro, SE17	Surrey Docks, SE16	Tropical, SE1
Gosnells, SE15	The Angel SE16	Union Jack Pub, SE1
Gowlett Arms SE15	The Beer Shop, SE15	Union Viet Café, SE1
Grand Union, SE5	The Bishop, SE22	Victoria Inn, Choumert Road, SE15
Hand in Marigold, SE1	The Bridge, 81 Southwark Bridge	Vineyard House, SE5

Hermits Cave, SE5	The Bridge Lounge, SE1	Watson's General Telegraph, SE22
Hutong, The Shard, SE1	The Bridge House, SE1	Wuli Wuli, SE5
IBB's Bar, SE17	The Brunel, SE16	Zeret Kitchen, SE5
Jack's, SE1	The Bunch of Grapes, SE1	
John the Unicorn, SE15	The Canterbury Arms SE17	
K-Che Latin Club, SE1	The Garrison, SE1	

## 9. What are the charter principles and what am I/ my staff expected to do if we sign?

Following consultation, the principles which we have agreed on are:

- Prominently display high visibility posters in the venue which discourage harassment and encourage reporting.
- To take every report of harassment and sexual intimidation seriously and take appropriate action.
- To take active steps to support persons who report harassment or sexual intimidation, which might take place on your premises.
- To train all front of house staff to address women's safety and harassment.
- To take active steps to ensure females leave the venue safely.

What we are hoping to achieve with the above is that women feel safe and comfortable in your venue, building on your good practice and utilising your staff's experience in knowing how to diffuse situations so that they do not escalate. Taking reports seriously can then translate into influencing customers who might not be behaving appropriately in a way that works for women and for you and your staff.

We will ask you to physically sign the charter, we will provide you with a copy for your records which you can display in your premises if you wish to do so. We will then provide you with a short training film ([https://www.youtube.com/watch?v=bMWA1aEq\\_qM](https://www.youtube.com/watch?v=bMWA1aEq_qM)) which you can show your staff at your convenience. The free training we are offering will ensure the charter works for you and your customers and a few months after the launch we will contact you to find out how the charter is working for you.

## 10. How much will this cost me?

If you sign up we anticipate the Women's Safety Charter initiative will have no financial cost to your business other than a few minutes at one of your staff team meetings to do some basic training by watching the WSC short film. All publicity materials i.e. posters will also be provided by the council free of charge.

## 11. How much staff time will this take up?

Just a short training session with your front of house team prior to the launch and subsequently it can be incorporated as part of your staff induction programme for staff who might be recruited further down the line.

## 12. How am I supposed to know what to do? This is a specialist area of work. We are not experts.

The principles in the charter are realistic and practical to implement, we hope that some or most of the things which will become part of the charter are common practice in your venue already. Part of the briefing session will include given leaflets of specialist organisations who offer support for people who have been a victim of crime including harassment.

## 13. How can we involve ourselves in customers' private affairs?

The type of sexual harassment this initiative is setting out to address is not a private affair, it happens in public, it is unsolicited, unwanted and often goes unchallenged because victims feel no one will take their reports seriously.

## 14. Who else is involved in the project with the council?

The Community Safety and Enforcement Division is leading on this piece of work, with colleagues from the Community Safety Partnership Service working alongside the Licensing Team we also have input from our specialist communications and campaigns officers.

**15. What expertise do you have / are you able to offer me?**

We have consulted on the charter principles and its implementation with organisations which specialise in supporting women who have experience abuse and harassment.

**16. What will we get from this? Do we get an award or anything that we can use in promotional material?**

You will be mentioned in our press releases (we will seek to obtain national coverage), our Council's publications, social networks and our website. You will receive a copy of the signed charter and accompanying publicity materials to display in your venue.

**17. If we support you, does it mean we are going to be subject to more checks and inspections?**

No it won't, your venue will be subject to the same checks and inspections regardless of your involvement with this initiative. We might however contact you a few months after the launch to find out how the charter is having an impact in your venue, how many women have come forward to report and how we might improve the charter and the campaign going forward.

**18. What happens if we say no?**

You will miss out on all the positive points highlighted in question 5.

If you would like to express your interest in being part of the scheme please email [nicola.morris@southwark.gov.uk](mailto:nicola.morris@southwark.gov.uk)