



solace

University and Higher Education Training Programme

solacewomensaid.org

Solace Women's Aid is a charity registered in England & Wales.
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FUNDRAISING
REGULATOR

About Solace Women's Aid

Solace Women's Aid exists to end the harm inflicted through gender-based violence.

We know that women all across the UK are experiencing domestic and sexual violence right now. We also know that disclosing abuse can be one of the hardest things a survivor will ever have to do.

This is why it's so important that we are here and why we invite you to join us in our commitment to end gender-based violence and ensure that women and girls can live a life free from violence and abuse.

Specialised training for higher education

From 30th October 2026, the Employment Rights Act 2025 is strengthening the law on sexual harassment. Employers must now take all reasonable steps to prevent sexual harassment. The Advisory, Conciliation and Arbitration Service (ACAS) has advised that this will require a thorough approach to prevention, including effective and updated policies, sexual harassment training and robust reporting procedures.

For universities, this change is particularly significant when considered alongside the Office for Students (OfS) requirements on harassment and sexual misconduct. Condition E6 highlights that education providers must take effective steps to protect students from harassment and sexual misconduct.

The Office for Students revealed that 25% of final year students have experienced sexual harassment since they started their studies. Over half of these students who reported an incident of sexual harassment said that the incident had taken place in a university or college setting. These concerning statistics highlight the need for universities to move beyond reactive responses and invest in preventative measures such as training and awareness raising.

Solace has extensive experience in working in higher education setting. We understand that universities are unique eco-systems and have developed specialist training programmes to address the specific issues that students, staff and leadership teams in higher education institutions face. Our training focuses on creating a culture of consent, respect, accountability, and openness, so that every student can fully immerse themselves in this very special stage of their personal and professional development, knowing that they can count on their university to be a safe, supportive and equitable space.



About Solace Training and Consultancy

The Solace Training and Consultancy Programme has a track record of delivering extensive training programmes to local authorities and other statutory agencies, corporations and educational institutions across London and nationally.

Our training is bolstered by more than 50 years of specialist experience in the field, feeding in insights from our front-line staff and expert advisors to ensure our training packages and consultancy services draw on cutting-edge best practices and research and address emerging issues.

We know that engaging with the topic of domestic and sexual abuse can be difficult. This is why our sessions, delivered by our team of expert trainers, offer a safe, inclusive and personable space for collaboration, where questions, discussion and the sharing of knowledge and ideas are at the core of the learning experience.

Our training packages for universities and higher education institutions

Sexual Harassment in the Workplace for Teams (1h)

Through this awareness-raising session, university and higher education teams will gain an understanding of Violence Against Women and Girls (VAWG) and what constitutes sexual harassment under the Equality Act.

Learners will explore the current legal framework around sexual harassment in the workplace, discuss the concept of consent and better understand the responsibilities of the workplace in addressing and preventing sexual harassment.

The session will also explore harmful narratives that can perpetuate, normalise, or downplay sexual harassment in different settings. Through real-life scenarios, participants will develop the knowledge and confidence to recognise sexual harassment, challenge harmful attitudes and offer appropriate support to those experiencing it.

Sexual Harassment in the Workplace for Managers (2h)

This training provides managers and team leaders in universities and higher education with an in-depth understanding of employers' responsibilities to prevent and address sexual harassment under current legislation, and explores the practical role managers play in creating safer working environments.

Participants will examine the changes introduced through the Worker Protection Act and consider what these mean for their responsibilities in practice. Through discussion and real-life scenarios, managers will also explore how to respond when someone discloses sexual harassment, how to support those affected and how to respond to concerns safely and sensitively.

Being a Positive Bystander (2h)

It is not always easy to know how to respond when witnessing harmful, abusive, or discriminatory behaviour. This interactive session equips students with the knowledge and practical tools to safely intervene, challenge harmful attitudes and behaviours, and support peers experiencing abuse or harassment.

Learners will explore the role of active bystanders in preventing Gender-Based Violence and fostering a culture of accountability, respect and solidarity across the university community.

Understanding Domestic Abuse and Coercive Control for Higher Education Institutions (3h)

This foundational session introduces university staff and students to the dynamics of domestic abuse and coercive control, with a focus on how abuse may present within higher education settings.

Learners will explore the different forms domestic abuse can take, recognise potential indicators of abuse, understand the barriers that may prevent someone from seeking support, and develop confidence in responding safely and appropriately to disclosures.

Building a Culture of Consent (3h)

Adapted for both staff and students, this session explores consent as the foundation of respectful relationships and safer university communities.

Learners will examine common myths and societal narratives around consent, sexual violence and abuse, consider how these influence attitudes and behaviours, and explore practical ways to promote a culture of consent, accountability and respect across the institution.

Supporting Staff and Colleagues Impacted by Domestic Abuse and Stalking (5h)

This skills-focused session equips university staff with the knowledge and confidence to support colleagues experiencing domestic abuse and stalking.

Learners will explore the impact of abuse on individuals and the workplace, understand barriers to seeking support, and develop practical skills for responding to disclosures, assessing workplace risk, developing person-centred safety plans and making appropriate referrals.

Engaging Survivors of Sexual Abuse - Awareness Session (1h)

This introductory session provides students with a safe and supportive learning space to explore the impact of sexual abuse and violence, especially within the context of higher education.

Learners will develop an understanding of consent, the realities of sexual violence, common barriers to disclosure, and how to respond to peers sensitively and empathetically while leading on creating a safer and more supportive university community.

Specialist trainings for counselling and support staff

We offer specialist trainings for counselling and student wellbeing and support staff. The aim of these sessions is to help these teams continue to build on their knowledge, upskill, and explore cutting edge research and best practice around domestic and sexual abuse.

Engaging Survivors of Sexual Abuse for Leadership, Counselling and Wellbeing Teams (5h)

This skills-focused session for leadership, counselling and wellbeing teams in universities and higher education, examines societal narratives surrounding sexual violence and abuse, their impact on survivors, and the barriers to disclosure and accessing support in a university setting. Learners will develop their understanding of survivor-centred approaches, including skills for conducting sensitive and appropriate interviews, responding to disclosures and facilitating referrals and signposting to specialist support services.

Trauma-informed Practice for Higher Education (5h)

This session equips higher education leadership, counselling and wellbeing teams with the knowledge and practical approaches needed to embed trauma-informed practice across their institution.

Learners will explore the dynamics and impacts of trauma, including its effects on the body, brain and behaviour, and consider how trauma-informed principles can be applied to create psychologically safe, inclusive and person-centred environments, particularly in response to Gender-Based Violence and Abuse.

Practical Strategies for Building Resilience for Higher Education Teams (2h)

Supporting students affected by trauma and abuse can have a significant impact on staff wellbeing.

This practical session explores the importance of self-care, resilience and reflective practice, helping teams recognise the impact of vicarious trauma, re-triggering, burnout, and compassion fatigue while developing sustainable strategies to support individual and team wellbeing, both on the individual and organisational level.



Bespoke training options

Solace is pleased to design bespoke training programmes to align with the specific learning objectives of your institution, tailored to various audiences including student leaders, teaching staff and professional/support staff.

Examples of previous bespoke training include training for student leaders, train-the-trainer sessions, and a champions programme for staff and students.

For more details on bespoke training sessions for your university please contact us on training@solacewomensaid.org.



Our trainer was very engaging, knowledgeable and encouraged everyone to participate, it was a new way for us to think about consent on campus.



Programme Delivery

Trainings can be delivered virtually, or in-person and can accommodate up to 40 participants online or 22 participants in person.

A schedule for delivery of the training will be arranged once the training has been agreed. In the case of in-person delivery, training will be held at premises identified by the host organisation.

For more details on Solace's training offer for universities and higher education institutions please contact us on training@solacewomensaid.org.