



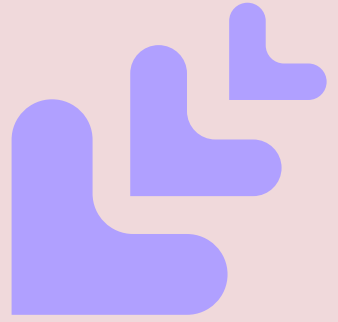
Empowering Safer Campuses

Kindling's Proven Approach to
Preventing Harassment &
Sexual Misconduct

Delivering leading, evidence-based
training to meet and exceed Office for
Students Condition E6 requirements.

Combatting harassment and sexual misconduct within your institution

From 1st August 2025 universities and higher education institutions must provide effective, evidence-based training on harassment & sexual misconduct and consent for both staff and students. Crucially, this training must be delivered by those with credible expertise.



Kindling is the UK's leading provider of bystander intervention training



Led By Research Pioneers

Kindling was founded by Professor Rachel Fenton, who created the UK's first evidence-based bystander program in higher education. This, coupled with Dr. Nathan Eisenstadt's expertise in anti-oppressive pedagogy and work with men and boys, firmly establishes Kindling as a leader in the field.



Scalable Solutions

All programmes are meticulously designed, delivered, and rigorously evaluated to academic standards, ensuring proven impact.



Tailored Solutions

We offer a flexible suite of modular e-learning, in-person, and online synchronous training options, precisely customised for diverse student and staff cohorts. We help you action online learning programmes straight away, and build up to an organisation-wide solution encompassing staff and students.



Results Driven Training

We integrate sexual consent training within a proactive bystander framework, enhancing engagement and fostering a whole-organisational approach for community-level change.

Whole- Organisational Approach

Research shows that a whole-organisational approach is most effective for community-level change. We recommend combining our staff and student programmes with policy review and reinforced messaging through a comms campaign.

A Framework for Positive Change

**Builds on
organisation
values**



**Creates
community-level
change**



Training for Students

Lead the Change: HE

Meets and exceeds Office for Students Requirements (E6)

Our training directly addresses and exceeds the OfS Condition E6 requirements, ensuring your institution is fully compliant. It's underpinned by credible evidence, rigorously evaluated, delivered by experts, and consistent with free speech obligations.

Key Benefits for Your Students

1 Empowers Action

By understanding bystander and social norm theories, students learn to notice, recognise, feel responsible for, and confidently intervene in harmful situations.

3 Develops Practical Skills

Focuses on scenario-based skills practice for effective interventions with wrongdoers, victims/survivors, and allies.

5 Addresses Intersectionality

Our training cultivates attention to how inequalities and axes of difference intersect contextually.

2 Enhances Understanding

Increases knowledge of consent, sexual misconduct, and harassment, including 'low-level' behaviours that contribute to higher harms.

4 Cultivates Positive Behaviour

Facilitates self-reflection, fostering a proactive mindset for respectful interactions.



Delivery Options



In-Person / Online Synchronous

Engaging, interactive sessions delivered by expert facilitators. Available in 4, 6, or 8-hour courses (delivered in 2-hour modules).



Modular e-learning

Flexible, asynchronous online modules for scalable reach, embedded directly into your Learning Management System (LMS) via SCORM or LTI.



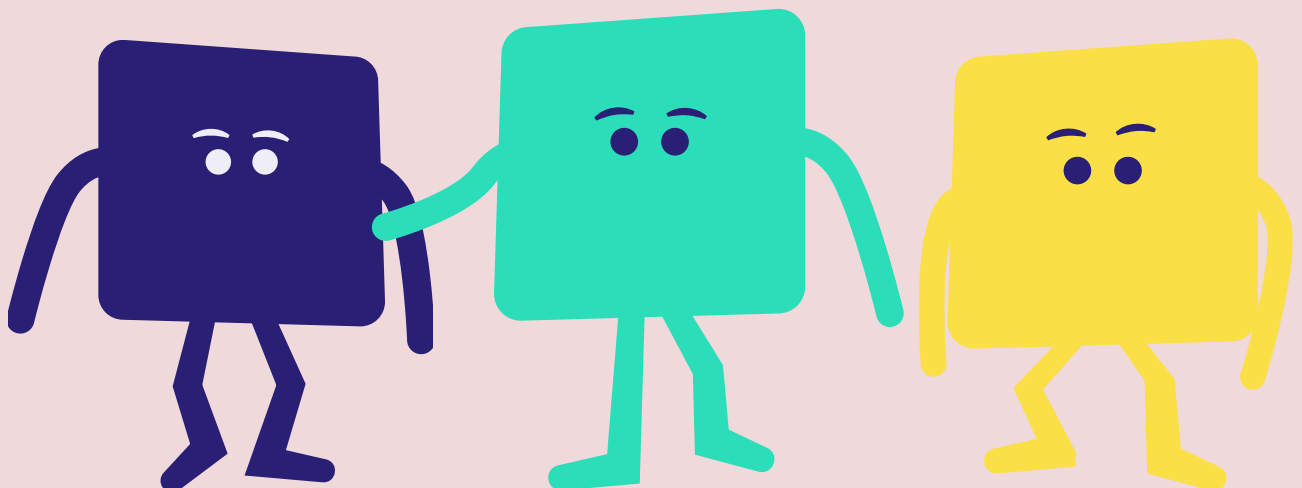
"Thank you for this opportunity. I learnt a lot and feel more confident as a bystander"

— Student at Exeter University



"I thought it was brilliant and think every student should do it. I really hope you can carry on and continue doing this."

— Student at Exeter University





A Tailored Solution

We recognise that student experience varies so training cannot be a one-size-fits-all approach. We also know that training is most effective when it is relevant and specific to the learner's experience. For these reasons, we offer discrete courses meeting E6 requirements but tailored to specific cohort by level of education, distance versus campus-based learning environments, length of course and cultural and legislative differences in comparison to the UK (for Global remote and non-UK campus-based students and staff). We offer separate bystander and consent courses for the following cohorts:

- **UK undergraduates (campus-based)**
- **UK postgraduates (remote, campus-based and hybrid)**
- **Global undergraduates (remote study)**
- **International, campus-based students (UG, PGT, and PGR)**
- **Short course attendees**

Cultivating Bystander Leadership

In line with the evidence that bystander training may be most effective when targeting respected peers and higher than average risk populations, our recommendation is that as a minimum, student leaders — including sabbatical officers, sports and society heads — should undertake full in-person bystander and consent training.

Our e-learning modules are rooted in the same evidence base and deploy, where possible, many of the pedagogical tools used in our synchronous training. However, unlike our synchronous training, since the effectiveness of e-learning has not yet been established by high-quality academic studies, we recommend situating e-learning within a whole organisational approach alongside synchronous training.



Our Staff Training Programmes Include

Bystander at Work®

Our flagship workplace programme, delivered to over 5,000 professionals across sectors.

This bespoke training cultivates attention to harmful behaviour across a wide range of differences including gender, gender-identity, sexuality, race, disability, age, and seniority.

1 Focus

Builds a shared sense of responsibility to act and provides practical skills for confident, lasting interventions.

2 Customisable

Shaped to your organisational needs using pre-course surveys and stakeholder meetings, including bespoke scenarios and anonymised quotes.

3 Format

3.5-hour synchronous (in-person or online).



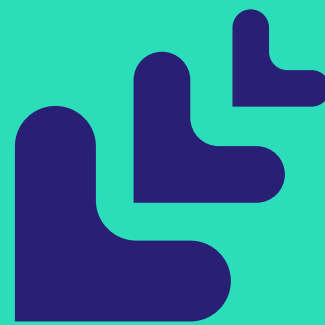
"It sends a really positive message that senior management are committed to cultural change... More junior members of staff have done the training and have felt really positive about it, really empowered."

— Participant, Devon Partnership NHS Trust



"The 'Bystander At Work' training that I attended created a safe space for staff to discuss/explore behaviours and gave useful strategies to use to challenge unacceptable behaviour (especially microaggressions) in the workplace."

— Claire Buchanan, Chief People Officer (HR), University of Bristol



Benefits for University Staff

This programme offers a range of benefits designed to empower university staff in fostering a more equitable and respectful campus environment:

1 Understanding Underlying Dynamics

Staff will gain a deeper understanding of bystander and social norms theories, equipping them to recognise the subtle and overt behaviours that perpetuate inequality within the university setting.

2 Sharpened Awareness

Participants will develop the ability to notice and interpret behaviours that sustain inequality, enhancing their capacity to identify problematic situations as they arise on campus.

3 Practical Intervention Skills

The programme provides staff with the skills and techniques to be effective active bystanders, giving them the confidence to intervene constructively when witnessing concerning behaviours.

4 Effective Intervention Strategies

Staff will learn practical theory, tools, and techniques for impactful intervention, ensuring their actions are both appropriate and effective in addressing challenging situations.

5 Confidence Through Practice

Through small group exercises and scenario-based learning, staff will troubleshoot and test interventions in relatable university situations. This hands-on experience solidifies their learning, builds confidence, and helps to shift group norms as they witness and participate in effective interventions alongside their colleagues.

Stepping up to the Duty to Prevent Sexual Harassment at Work

This programme directly supports employers in meeting the new proactive legal duty to prevent sexual harassment, as set out in the Worker Protection (Amendment of Equality Act 2010) Act 2023. This training moves beyond simply responding to incidents; it's about culture change, leadership, and prevention.

1 Key Focus

Equips staff and leaders with knowledge, tools, and confidence to challenge harmful behaviours, support colleagues, and prevent harassment before it happens.

3 Empowers Support

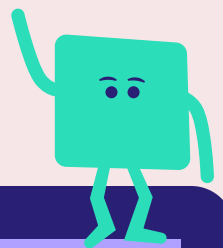
Trains participants to better notice risk, safely receive disclosures, and refer/signpost appropriately.

2 Proactive Prevention

Cultivates attention to harmful gendered microaggressions, 'banter', and sexist jokes, countering myths that protect harassers.

4 Format

3.5-hour synchronous (in-person or online) or 3 x 20-minute e-learning modules.



"I didn't feel that the training was 'preachy'. We are asked to consider different scenarios and discuss options about how to intervene and at what point. This led to discussion and consensus rather than a preconceived idea of what we 'should do'."

— **Scottish Football Association**

Robust Evaluation: Measuring Your Impact

We offer multiple options for evaluating the effectiveness of your training, all designed by our academic experts.

1 Standard Reporting

We automatically provide evaluation data as part of our programmes.

2 Customised Solutions

Should you wish for deeper insights, we can discuss bespoke evaluation designs to meet your specific research and reporting needs, with varying degrees of sophistication.

Summary



Programme

Lead the Change: HE

Cohort

- UK undergraduates (campus-based)
- UK postgraduates (remote, campus-based and hybrid)
- Global undergraduates (remote study)
- International campus- based (UG, PGT & PGRs)

Format

- In Person
- Online Synchronous
- 1-4 x 2 hour modules

Cohort

- UK undergraduates (campus based)
- UK postgraduates (remote, campus-based and hybrid)
- Global undergraduates (remote study)
- International campus- based (UG, PGT & PGRs)
- Short course attendees

Format

- Modular
- Asynchronous
- Online
- 1-4 x 20 minute e-learning modules

Programme

Bystander at Work

Cohort

- Staff
- Managers
- Senior Leadership

Format

- In person/online 3.5 hours

Programme

Stepping up to the Duty to Prevent Sexual Harassment in the Workplace

Cohort

- Staff
- Managers
- Senior Leadership

Format

- In person/online 3.5 hours
- 3 x 20 minute e-learning modules

What Our Clients Say



"The impact of it, we're still talking about it now. That low-level banter, those foundations that support the higher harms, then people understanding that impact... it was mind-blowing. And honestly, it really is the best training I've ever been on."

— Eleanor Rowland, Director of Safeguarding & Inclusion, Fulham Football Club



"I am particularly appreciative of your support and continued contribution to the success of Safer Streets; in co-delivering Active Bystander Training and Lead the Change to delegates across our region to make women feel safer... it's been a pleasure to work with you."

— Kim McGuinness, Mayor of the North East

Kindling Founder/Directors



About Professor Rachel Fenton

Professor Rachel Fenton, established the evidence base and the first evidence-based bystander programme **The Intervention Initiative** in the UK higher education sector, working with Public Health England.¹²³⁴

Rachel has a decade of subsequent expertise in developing, delivering and evaluating bystander intervention training that works⁵⁶ and is a national figure in the ambition to end gender-based violence in HE settings.⁷⁸



About Dr Nate Eisenstadt

Dr Nate Eisenstadt is a Senior Research Associate at the University of Bristol Medical School (Domestic Violence and Health Group) specialising in prevention and response to gender-based violence, with a focus on men, boys and masculinity.

Nathan's doctoral research brought anti-oppressive pedagogy together with continental philosophy to propose an ethics of egalitarian conduct across differences. He brings this together with contemplative practices in his training and conflict resolution work delivered internationally.

References:

- ¹ Fenton, R.A., Mott, H.L., McCartan, K. and Rumney, P.N., 2016. A review of evidence for bystander intervention to prevent sexual and domestic violence in universities at <https://www.gov.uk/government/publications/sexual-and-domestic-violence-prevention-in-universities-evidence-review>
- ² Fenton, R.A. and Mott, H.L., 2017. The bystander approach to violence prevention: Considerations for implementation in Europe. *Psychology of violence*, 7(3), pp.450-458
- ³ Fenton, R.A. and Mott, H.L., 2018. The intervention initiative: theoretical underpinnings, development and implementation. In *Gender Based Violence in University Communities* (pp. 169-188). Policy Press.
- ⁴ Fenton, R.A. and Mott, H.L., 2018. Evaluation of the Intervention Initiative: A bystander intervention program to prevent violence against women in universities. 33(4) *Violence and Victims*, pp. 645-662
- ⁵ Gainsbury, A.N., Fenton, R.A. and Jones, C.A., 2020. From campus to communities: evaluation of the first UK-based bystander programme for the prevention of domestic violence and abuse in general communities. *BMC public health*, 20 (674) available at <https://bmcpublihealth.biomedcentral.com/articles/10.1186/s12889-020-08519-6>
- ⁶ Kovalenko, A. G., & Fenton, R. A. (2024). Bystander Intervention in Football and Sports. A Quasi-Experimental Feasibility Study of a Bystander Violence Prevention Program in the United Kingdom. *Journal of Interpersonal Violence*, 39(21-22), pp. 4598-4625 available at <https://doi.org/10.1177/08862605241239452>
- ⁷ Fenton, R. and Keliher, J., 2022. The legal framework: Limitations and opportunities. In *Stopping Gender-based Violence in Higher Education* (pp. 128-147). Routledge.
- ⁸ Donovan, C., Bracewell, K., Chantler, K. and Fenton, R., 2020. Findings from a national study to investigate how British universities are challenging sexual violence and harassment on campus [online]



Trusted by Leading Organisations



UNIVERSITY OF
BIRMINGHAM



University of
BRISTOL



GIG Cymru
NHS Wales
Iechyd Cyhoeddus
Cymru
Public Health
Wales



Bury
COUNCIL



DE BEERS GROUP



Devon &
Cornwall Police



DORSET
POLICE



Devon Partnership
NHS Trust

FARRER & Co



OPCC
Office of the Police &
Crime Commissioner
for Gloucestershire



NAMDEB
ON DIAMONDS WE BUILD



NFCC
National Fire
Chiefs Council



TACKLING CHILD SEXUAL EXPLOITATION



NORTHUMBRIA
POLICE & CRIME
COMMISSIONER

THEATRE
UNCUT



PRESSRED



Senedd Cymru
Welsh Parliament



Met Office

Premier
League



Gloucestershire
COUNTY COUNCIL



Let's Talk

Whether you need a single programme or a campus-wide initiative, we'll craft a solution that fits your timetable, budget, and compliance goals.

Visit our website to book your free consultation call:

www.kindling-interventions.com